

SEMESTER- IV

COURSE CODE :- SEC-II
COURSE TITLE :- Organizational Behaviour
CREDIT :- 2

Marks distribution

Full Marks: 15 (MSE) + 60 (ESE) = 75 Duration: 3 hrs

Pass Marks: 34

This paper consists of 50 marks and divided into two groups:

Group-A: Objective questions (Compulsory) : 1 x 10 = 10

Group-B: descriptive questions (5 out of 8 questions) : 10 x 5 = 50

Total = 60

The questions must cover the entire syllabus with equal distribution of marks as far as practicable.

Module-1 Introduction: Meaning and importance of the study of OB

Module-2 Behaviour and its causation: Introduction to personality, perception, learning and attitude

Module-3 Motivation: Importance of psychological process of motivation, salient motivation tools Need Theories/ Content Theories (Maslow's Hierarchy of Needs, Alderfer's ERG Theory Process Theories (Herzberg's Two Factor Theory and Vroom's Expectancy Theory)

Module-4 Leadership and Group Dynamics: Historically Important (Ohio State and Michigan leadership Theories), Traditional Theories (Trait Theory and Contingency Theory)
Modern Theories (Charismatic Theories), Formal and informal groups, role concept

Module-5 Improving Interpersonal Effectiveness: Interpersonal communication, Introduction to TA

Module-6 Conflict Management and Team Building: Sources of Conflict, Types of Conflict, Negotiation (process and issues)

Module-7 Concepts of Organizational Culture and Organizational Development: Definition, Organizational Culture

Module-8 Organizational Development: Concept of OD, Phases of OD and OD Interventions, Limitations of OD Interventions Concept of Morale and Job Satisfaction

Text Books:

1. Pareek, U. Understanding Organizational Behaviour (Oxford University Press: New Delhi)
2. Robbins, S.P. & Sanghi Organizational Behaviour (Prentice Hall India: New Delhi)

PRACTICAL: Organizational Behavior

Organizational Behavior, Leadership & Group Discussion and Organizational Development