

MGNM581:ORGANIZATIONAL BEHAVIOUR AND HUMAN RESOURCE DYNAMICS-I

L:2 T:1 P:0 Credits:2

Course Outcomes: Through this course students should be able to

- CO1 :: analyze the management and organizational behaviour practices
- CO2 :: evaluate the individual and group behaviour dynamics in organizations
- CO3 :: examine the applications of personality, motivation, learning, and leadership in management
- CO4 :: interpret the implications of design and technology in organizational structure
- CO5 :: examine the sustainable development practices in human resource development

Unit I

Concept and nature of Management : skills and roles of a manager, difference between manager and leader, meaning and characteristics of management

Evolution of management thought : classical, neo-classical, and modern management thoughts, challenges of managing 21st-century corporations/organization

Unit II

Planning and decision-making : planning process and types of plans, relationship between authority and responsibility, decision-making process and its significance, directing and controlling

Organizational behaviour : relationship between management and organization behavior, model of OB and contributing disciplines to the OB field

Unit III

Group behaviour : formation of groups and teams, types of teams, difference between groups and teams

Individual behaviour : values, attitude and job satisfaction, theories of learning and behavior modification

Personality : theories of personality and its assessment, transactional analysis and attribution theory of perception, emotional intelligence and affective events theory of emotion

Unit IV

Motivation : early and contemporary theories of motivation

Learning : application of learning theories at different organizational levels

Leadership : leader and leadership traits and styles, application of artificial intelligence in leadership

Unit V

Organizational structure and design : organizational structure and their types, organizational design and technology

Organizational conflict and negotiations : conflict sources, types and levels of conflict, traditional and modern approaches to conflict, resolution of conflict through negotiation

Unit VI

Sustainable development and human resource management : sustainable HRM, gender sensitization, gender equality at workplace, creating and sustaining organizational culture, workforce agility in VUCA world, employee engagement in virtual workspace

Text Books:

1. ORGANIZATIONAL BEHAVIOUR by STEPHEN P. ROBBINS, TIMOTHY A. JUDGE AND NEHARIKA VOHRA, PEARSON
2. MANAGEMENT by STEPHEN P. ROBBINS. MARY COULTER. NEHARIKA VOHRA, PEARSON

References:

1. MANAGEMENT ORGANIZATIONAL BEHAVIOR by JON L. PIERCE & DONALD G. GARDNER WITH RANDALL B. DUNHAM, CENGAGE LEARNING

