

<b>Organizational Behaviour</b>			
Hours/Week L-T-P :	3-0-0	Credits:	2
Course Type :	Mandatory/ Common Course	Course Code:	BH2437

### Course Objectives:

- To understand how individual, groups and structure have impacts on the organizational effectiveness.
- To learn the basic concepts of Organizational Behaviour and its applications in contemporary organizations.
- To appreciate the theories and models of organizations in the workplace to creatively and innovatively engage in solving organizational challenges.
- To learn and appreciate different cultures and diversity in the workplace.

### Course Outcome:

- Able to analyse and compare different models used to explain individual behavior related to motivation.
- Understanding how individual, groups and structure have impacts on the organizational effectiveness.
- Learning the basic concepts of Organizational Behaviour and its applications in contemporary organizations.
- Learning and appreciating the different cultures and diversity in the workplace. Understanding the group dynamics and demonstrating skills required to work in teams.

### UNIT-I: Individual Level

**11 Hours**

**The study of Organizational Behaviour:** Definition, Meaning, Why study OB; Learning – Principles of learning and learning theories: Classical Conditioning and Operant conditioning, Personality-Meaning, Determinants, Types of Personality, Perception- Perceptual Process, perceptual errors, Attitude (cognitive dissonance), Motives and Motivation-Nature and Process, Theories of Motivation (Herzberg, Maslow, ERG, Vroom's expectancy theory) .

### UNIT-II: Group level-I

**6 Hours**

Groups in Organizations –Nature, Types, Group formation, Determinants, factors contributing to Group Cohesiveness, Group Decision Making Process: Brainstorming and Nominal group technique

### UNIT-III: Group level-II

**6 Hours**

Types of Leadership- Effective Leadership, Styles of leadership: Autocratic, Democratic and Laissez faire, Leadership Theories-Trait Theory and Contingency Theory(SLT, Path-goal theory and Fred Fiedler's model), Conflict- Types of conflict, Conflict Resolution Techniques, Emotional Intelligence, Emotions and Stress in workplace.

### UNIT-IV: Structural level

**7 Hours**

Organizational Culture: Cultural dimension and organizational effectiveness, Organizational Change: Types of change, Process of change, Reasons to change, Resistance to change and managing resistance to change.

### Text Books:

1. Stephens P Robbins, Organisational Behaviour, PHI
2. K. Aswatthappa, Organisational Behaviour, HPH

### Reference Books:

1. Kavita Singh, Organisational Behaviour, Pearson
2. D.K.Bhattacharya, Organisational Behaviour, OUP
3. PradeepKhandelwal, Organisational Behaviour, TMH
4. Keith Davis, Organisational Behaviour, McGrawHill
5. Nelson Quick, ORGB, Cengage Learning