

II Year MCA I Semester

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MC209 ORGANIZATION BEHAVIOR

Objective of the Course:

The course provides a basic knowledge of various dimensions of human behavior. This will form the foundation to study and to understand the behavior of the human beings working in organizations.

UNIT - I (12 Hrs)

Introduction to OB: Definition, Nature and Scope Environmental Organisational context Impact of IT, globalisation, Diversity, Ethics, culture.

UNIT - II (12 Hrs)

Cognitive Process: Individual and Organisational and organizational factors that influence perceptual process. Role of perception in managerial activities and organizational processes.

UNIT - III (10 Hrs)

Personality and Attitudes: Personality as continues – Meaning of Personality – Johari window and Transactional Analysis Nature and Dimension of Attitudes.

UNIT - IV (10 Hrs)

Motivation Processes and Techniques: Nature of human motivation – Work Motivation – Theories of Motivation – Emotional Intelligence.

UNIT - V (16 Hrs)

Group Dynamics: The Nature of groups. Kinds of groups – Functional groups, Task groups and Informal groups. Stages of Group Development – Factors Contributing to Groups Cohesiveness – Role and functions of groups stress: Meaning & types of stress – Effect of Stress – Strategies of cope with stress, Leadership Dynamics in Organisation, Leadership Theories – Styles, Activities and Skills of Great Leaders.

Text Books:

1. Luthans, Fred: Organisational Behaviour 10/e, THM, 2007.
2. Robbins, P Stephen, Timothy A Judge: Organisation Behaviour, 12/e, PHI, New Delhi, 2007.

Reference Books:

1. Organisation Behaviour by Nelson
2. Schermerhorn: Organisation Behaviour, 9ed Wiley 2005.
3. Organisational Behaviour by Aswatappa