

18BC208 ORGANIZATIONAL BEHAVIOR

Course Description and Objective:

This course deals with human behavior in organizations. Conceptual frameworks, case discussions, and skill-oriented activities applied to course topics which include: motivation, learning and development, group dynamics, leadership, communication, power and influence, change, diversity, organizational design, and culture. Class sessions and assignments are intended to help participants acquire skills and analytic concepts to improve organizational relationships and effectiveness.

Course Outcomes:

The student will be able to:

- Recognize and discuss the different perspectives of working culture in organizations.
- Interpret key concepts and theories with regard to individual differences and apply these appropriately to specific situations.
- Interpret the key concepts and theories with regard to group behaviour and apply these appropriately to specific situations.
- Understand how organizational performance can be improved through the effective management of human resources.

Syllabus

UNIT – 1

12 Hours

Defining Organizational Behaviour- Concept of OB - Contributing disciplines to the OB field—Challenges and Opportunities for OB – Diversity – Discrimination – Diversity Management

UNIT – 2

12 Hours

Attitude: Components- Major Job Attitudes – Job Satisfaction – Causes – Emotions and Moods – Emotional Intelligence

UNIT – 3

12 Hours

Personality – Myers-Briggs Type Indicator – Big Five Personality Model – Values: Importance – Person-Job Fit and Person-Organization Fit - Perception : Factors influencing perception, Shortcuts in judging others

UNIT – 4

12 Hours

Groups: Stages of Group development – Group Properties – Teams: Difference between groups and teams - Types of teams – creating effective teams- Turning individuals into team players – Communication: Process-Barriers- Making effective communication

UNIT – 5

12 Hours

Power: Bases of power - Conflict: The conflict process- Negotiation: Process – Bargaining strategies – Organization culture: culture’s functions – How employees learn culture – Work Stress: Sources- Managing stress

Text Books:

Robbins P. Stephen, Timothy A. Judge, Vohra. Niharika “Organization Behaviour”, 15th Edition, Pearson India, 2016.

Reference Books:

1. Fred Luthans, ORGANISATIONAL BEHAVIOUR, 11th Edition, Tata McGraw Hill, New Delhi,.
2. Hellriegel, Slocum & Woodman: ORGANISATIONAL BEHAVIOUR, Thomson South-Western, New Delhi.
3. Michael Drafke, Human Side of Organizations [International Edition 10], Pearson Education, New Delhi.