

BC 207 ORGANIZATIONAL BEHAVIOUR

Course Description and Objectives:

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.

Course Outcomes:After completing the course attendees will be able to:

- Understand organizations behavior.
- Analyze group dynamics

UNIT-1 Nature of OB

Nature and scope of OB - contributing disciplines to OB - Environmental and Organizational context of Organizational Behavior.

UNIT-2 Perception - Process

Individual and Organizational factors that influence perceptual process. Role of perception in managerial activities and organizational processes.

UNIT-3 Personality and Attitudes

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

UNIT-4 Group Dynamics

The Nature of groups. Kinds of groups – Stages of Group Development – Factors Contributing to Groups Cohesiveness - Meaning & types of stress – Effect of Stress – Strategies of cope with stress

UNIT-5 Conflict Management

Nature of conflict – Dynamics of Conflict – Conflict resolution modes – approaches to conflict management – sources of conflict in organization.

Text Books:

1. Luthans, Fred, "Organizational Behaviour", 10/e, THM, 2007.
2. Robbins, P Stephen, Timotny A judge, "Organization Behaviour", 12/e, PHI, New Delhi, 2007.

Reference Books:

1. Organisation Behaviour by Nelson
2. Schermerhorn: Organisation Behaviour, Wiley, 9/e, 2005.

3. Organisational Behaviour by Aswathappa