

Course Title: ORGANIZATIONAL BEHAVIOR

Course Code: 11BB2305

Objectives: The objective of this course is to understand Organizational Behavior and appreciate the foundations of individual and group behavior. The course is designed to provide an understanding of how behavioral science concepts and approaches can be applied to design effective work organizations

Detailed Curriculum:

Unit I: Introduction: Organizational Behavior – Emergence of OB as a discipline: Conceptual model of OB, Contributing Disciplines to the OB field; Significance of OB; Challenges and Opportunities for OB-.Organization Theory and design

Unit II: Foundations of Individual Behavior: Personality- Personality determinants; Personality traits: The Big Five Model, Major personality attributes influencing OB; Theories of personality; Values – Types of Values; Learning- Theories of learning; Principles of learning; Attitudes – Types of Attitudes, work attitudes

Unit III: Perception- Perceptual process; Factors influencing Perception; Learning and reinforcement--- Motivation –Theories of Motivation – Hierarchy Needs Theory – Two-Factor Theory – Expectancy-Theory; Applications of Motivation; Stress – Causes and consequences of stress; Stress-management.

Unit IV: Foundations of Group Behavior: Groups – Nature of groups; Types of groups; Stages of Group Development; Group Cohesiveness; Group Decision-Making; Leadership – Nature; Theories of leadership: Trait Theories, Behavioral Theories and Contingency Theories; Conflict Management- The Conflict process; Conflict Management.

Unit V: Organizational Culture and Change Management: Nature; Culture's Functions; Creating and sustaining Organizational Culture; Forces for change ; Resistance to change; Approaches to Managing Organizational Change – Lewin's Model – Kotter's Plan for Implementing Change; Organizational Development – Techniques of organizational

development.

Recommended Text Book(s):

1. Robbins, Stephen, & Sanghi, S. "Organizational Behavior" Pearson Education. 2009.

Recommended Reference Books:

1. Aswathappa, Organizational Behavior, Himalaya Publishing House, 2008.
2. Fred Luthans, Organizational Behavior, Prentice Hall, 2007.
3. Laurie J. Mullins, Management and Organizational Behavior, Oxford Publishers, New Delhi, 2007.

