

Semester	I	Specialization	NA
Course Code	105	Type	Generic - Core
Course Title	Organizational Behaviour		

Course Objectives:	
1	To gain a solid understanding of human behavior in the workplace from an individual, group, and organizational perspective.
2	To obtain frameworks and tools to effectively analyze and approach various Organizational situations.
3	To reflect upon your own beliefs, assumptions, and behaviors with respect to how individuals, groups, and organizations act in order to expand your options of approaches and increase your own effectiveness.

Syllabus:

Unit Number	Contents	Number of Sessions
1	<p>Fundamentals of OB:</p> <p>Definition, scope and importance of OB, Relationship between OB and the individual, Evolution of OB, Theoretical framework (cognitive, behavioristic and social cognitive), Limitations of OB.</p>	7 + 2
2	<p>Individual Process And Behavior:</p> <p>2.1 Personality & Attitude: Definition Personality, importance of personality in Performance, The Myers-Briggs Type Indicator and The Big Five personality model, Significant personality traits suitable to the workplace (personality & job – fit theory), Personality Tests and their practical applications, Johari Window Definition Attitude Importance of attitude in an organization, Right Attitude, Components of attitude, Relationship between behavior and attitude, Developing Emotional intelligence at the workplace, Job attitude, Barriers to changing attitudes</p> <p>2.2 Perception: Meaning and concept of perception, Factors influencing perception, Selective perception, Attribution theory, Perceptual process, Social perception (stereotyping and halo effect).</p> <p>2.3 Motivation: Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow's Need Hierarchy & Herzberg's Two Factor model Theory), The Process Theories (Vroom's expectancy Theory & Porter Lawler model), Contemporary Theories- Equity Theory of Work Motivation</p>	8 + 2
3	<p>Interpersonal Processes And Behavior, Team And Leadership Development:</p>	8 + 2

	<p>3.1 Foundations of Group Behavior: The Meaning of Group & Group behavior & Group Dynamics, Types of Groups, The Five -Stage Model of Group Development</p> <p>3.2 Managing Teams: Why Work Teams, Work Teams in Organization, Developing Work Teams, Team Effectiveness & Team Building</p> <p>3.3 Leadership: Concept of Leadership, Styles of Leadership, Trait Approach, Contingency Leadership Approach, Contemporary leadership, Meaning and significance of contemporary leadership, Concept of transformational leadership, Contemporary issues in leadership, Contemporary theories of leadership, Success stories of today's Global and Indian leaders.</p>	
4	<p>Organization System:</p> <p>4.1 Organizational Culture: Meaning & Definition of Organizational Culture, Creating & Sustaining Organizational Culture, Types of Culture (Strong vs. Weak Culture, Soft vs. Hard Culture & formal vs. Informal Culture) , Creating Positive Organizational Culture, Concept of Workplace Spirituality.</p> <p>4.2 Stress Management: Work stress: Meaning of stress, Stressors, Sources of Stress, Tyes of stress, Burnout. Stress Management – Individual & Organizational Strategies</p>	5 + 2
5	<p>Managing Change :</p> <p>5.1 Organizational Change: Meaning, definition & Nature of Organizational Change, Types of Organizational change, Forces that acts as stimulants to change.</p> <p>5.2 Implementing Organizational Change: How to overcome the Resistance to Change, Approaches to managing Organizational Change, Kurt Lewin's- Three step model, Seven Stage model of Change & Kotter's Eight-Step plan for Implementing Change, Leading the Change Process, Facilitating Change, Dealing with Individual & Group Resistance, Intervention Strategies for Facilitating Organizational Change, Methods of Implementing Organizational Change, Developing a Learning Organization</p>	7 + 2

Learning Resources:

1	Text Books	<p>Organizational Behaviour - 2nd Edn. By Hema Balakrishnan</p> <p>Organizational Behaviour by Robins</p> <p>Organizational Behaviour by Nelson & Quick</p>
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2	Reference Books	<p>Understanding OB by Uday Pareek</p> <p>Change & Knowledge Management by Janakiram, Ravindra and Shubha Murlidhar</p> <p>Human Resource Management-Nkomo- CENGAGE Learning</p>
3	Supplementary Reading Material	<p>Contemporary Leadership Theories: Enhancing the Understanding of the complexity, subjectivity and dynamic of leadership by Ingo Winkler</p> <p>Organizational Performance in a Nutshell by Daniel M. Wentland</p>
4	Websites	<p>http://papers.ssrn.com</p> <p>http://www.nwlink.com/~donclark/leader/leadob.html</p>
5	Journals	<p>Organizational Behavior and Human Decision processes</p> <p>Journal of Organizational Behavior</p> <p>Journal of Human Values</p> <p>International Studies of Management & Organization</p>