

Semester	IV	Specialization	Healthcare Management
Course Code	406 HM	Type	Elective
Course Title	Healthcare Organizational Behavior		

Course Objectives:	
1	The Objective of the course is to introduce organisational Behaviour concepts and process.
2	Mainly the course is focus on human behaviour in organizations.

Syllabus:

Unit Number		Number of Sessions
1	Organizing – Principles of Organization – Span of Control – Delegation and decentralization – Empowerment – Line and Staff relations – Directing	2 + 4
2	Leadership Styles – Motivation Theories: Maslow, Herz berg, Vroom – Managerial Communication – Communication Styles	2 + 4
3	Organizational Behaviour – Emergence of OB – Personality, Values and attitudes – Learning and Perception – Individual and Group Behaviour – Elton Mayo theory – Behavioural characteristics.	2 + 4
4	Organizational Change and Development – Change Process – OD interventions – Organizational Conflicts.	2 + 4
5	Organizational Culture – Organizational Effectiveness, Corporate Governance and Social Responsibility.	6

Learning Resources:		
1	Text Books	<ol style="list-style-type: none"> Mirza, S. Saiyadain, “Organizational Behaviour”, Tata McGraw Hill Publishing Company Ltd., New Delhi, 2003. Fiedler FE, A Theory of Leadership Effectiveness. Organisational Behaviour by K Ashwatapp. Organisational Behaviour by Hema Balakrishnan Scitech Publication.
2	Reference Books	<ol style="list-style-type: none"> Harold Koontz Y & Henz Weihrich: Management; Robbins SP, Organizational Behaviour
3	Supplementary Reading Material	<ol style="list-style-type: none"> Steven L McShane and Mary Ann Vouglinow, “Organizational Behaviour” Tata McGraw Hill Publishing Company Ltd., New Delhi. Angelo Kinichi and Robert Kreitner “Organizational Behaviour – Concepts Skills and Practices”, Tata McGraw Hill Company Ltd., New Delhi, 2006.
4	Websites	
5	Journals	