

PAPER CODE: BB204: ORGANIZATIONAL BEHAVIOUR

Learning Objectives:

- To acquaint the student with the determinants of intra -individual, inter-personnel and inter-group behavior in organizational setting and to equip them with behavioural skills in managing people at work.
- To provide an overview of theories and practices in organizational behavior in individual, group and Organizational level.

Unit I: INTRODUCTION:

Organizational Behaviour – Nature and Levels of Organizational Behaviour, Individuals in Organization – Individual Differences , Personality and Ability – The Big 5 Model of Personality – Organizationally Relevant Personality Traits.

UNIT II : PERCEPTION :

Perception : The Nature of Perception – Process of Perception - Characteristics of the Perceiver, Target and Situation – Perceptual Problems.

Unit III: MOTIVATION:

Motivation – Early and Contemporary Theories of Motivation, Content Theories, Maslow, Herzberg, Alderfer, Expectancy and Equity Theory.

UNIT IV: GROUP DYNAMICS:

Groups and Group Development – Turning Groups into Effective Teams. Stages of Group Formation, Group Cohesiveness, Organizational Conflict – Causes and Consequences – Pondy's Model of Organizational Conflict .

UNIT V: LEADERSHIP:

Leadership: Nature and Importance, Important Theories of Leadership - Traits Theory,

Managerial Grid, Life Cycle and Path Goal Theories.

REFERENCE BOOKS:

1. Robbins, P.Stephen - Organizational Behavior-concepts, controversies & Applications - Prentice Hall of India Ltd., New Delhi, 1988.
2. Luthans Fred - Organizational Behavior - McGraw Hill Publishers Co. Ltd., New Delhi, 1988.
3. Rao, VSP and Narayana, P.S. - Organization Theory & Behavior - Konark Publishers Pvt. Ltd., Delhi, 1987.
4. Aswathappa. K. - Organizational Behavior – Himalaya Publishing House, Mumbai, 2008.

Learning Outcomes :

- Students will have a better understanding of human behavior in organization.
- They will know the framework for managing individual and group performance.