

II SEMESTER

CIE451 : PERSONAL BEHAVIOUR AND ORGANISATIONAL BEHAVIOUR

Objectives: To enhance the personal and professional effectiveness of the students by exposing them to the art and science of Personal and Organisational Behaviour.

Pedagogy: Lecture cum discussion, Case Study, Group Discussion, Role Play, Management Games, Seminars and Presentations.

Unit I – An overview of self awareness and Organisations behaviour – Concept of self awareness and OB – Personal SWOT analysis – Personality traits – Personality development – Perception

Unit II – Attitudes and Values – Definition – Theories of Learning – Values and attitudes – Changing employee attitudes – Ego – Empathy – Emotional Intelligence – Life skills and Social Etiquette

Unit III – Motivation and Morale – Theories of Motivation – Maslow, Theory X &Y, Two Factor Theory, Vroom Expectancy Theory – Morale – Motivating Professionals – Self Motivation

Unit IV – Group Behaviour and Leadership – Group development – Group decision making – Team Vs. Groups – Interpersonal Relations – Leadership – Traits – Leadership and Power and Authority – Decentralisation – Organisational politics – Participative Management

Unit V – Stress Management and Problem solving – Concept and sources of stress – Stress and performance – Organisational conflicts – Problem Solving and decision making – Out of the box thinking – Creativity and Innovation – Holistic Development

References:

1. Organizational Behaviour – Stephen P Robbins, Timothy A. Judge, Seema Sanghi- Pearson Education, 12 th Edition, PHI.
2. Organization Behaviour- Steven L Mc Shane, Mary Ann Von Gilnow and Radha R Sharma, TMH, 3rd Edition, 2006
3. Organizational Behaviour, P.G. Aquinas, Excel Books