

Paper 1.4: Organisational Behaviour

The objective of this course is to help students to acquire knowledge about the various concepts of organizational behaviour

1. An Overview of Organisational Behavior:

Meaning, Definition, Development-Perspectives & Goals-Features and Models of OB- Levels of analysis of OB. Importance of OB-Forces affecting OB- Disciplines Contributing to OB- Behaviour model for organizational efficiency-OB Disciplines.

2. Individual Dimensions of Organisational Behavior:

Introduction-Foundation of individual behavior-causes of human behavior-Developing an OB Model: Dependent and independent variable-Individual differences. The nature of learning-Process of Perception-Work motivation & reward-Individual behavior and personality: Theories and Traits, Social Perception/Person Perception, Impression Management.

3. Inter-Personal and Group Dynamics:-

Group dynamics-work team & group decision making-Communication & leadership- Authority, power & politics –Dynamics of conflict –Transactional analysis-Stress management-Control: process & Behavioural dimensions –Nature of groups-Groups Vs team-Conflict: Nature, level, sources of conflict in organisation, symptoms, causes, strategies for the management of conflict.

4. Organisational Process and Structure:

Introduction, meaning, Definitions: Organisational design & structure-Jobs and the design of work-Organisational culture: the key role, Functions & effects, the leaders role in shaping and reinforcing culture, organizational socialization, assessing organizational culture, organizational culture challenge, Career Management: the career stage model, managerial implications: managing your career.

5. Organisational Dynamics:

Meaning, Definition, Nature-Organisational change, stress management: Forces for change, Planned change, Resistance to change-Approaches to managing organizational change-creating a culture for change-Organisational change in Indian Business-Work stress and its management-Global implications-Managing change.

6. People, Processes and Performance:-

Meaning, Definition, Scope-Power, politics & decision making in organisation: Introduction, power & influences, Empowerment, organizational politics, organizational governance, the ethics of power & politics-Communication, conflict and negotiation in organisation:

Introduction, communication in organisation, conflict, Negotiation in organisation.

7. Emerging Organisation Development Concepts in the New Millennium:

Introduction, scope –Paradigm shift in OB-Organisational environment-Development management process-Natural management principles-Implication on management & market-Indigenization of Western management-Foundation of Western management-Wisdom of the east blending with the best of west - Future of OB: theory, research & practices.

8. Macro-level Organisation Behaviour:-

Introduction, meaning, Nature-learning, understanding and adoption to the work environment: contemporary thinking, Reinforcement theory, types and schedules of reinforcement, Learning, managerial implication of learning-Training: Concepts, methods and techniques- Transformation of management in the next millennium: trends, Behavioural bias, problem of OB.

References:

1. V.G.Kondalkars "Organisational Behaviour", New Age International publishers.
2. Introduction to individual and Group Behaviour, Dr.Daisy Chauhan.
3. "Management and Organisational Behaviour", Laurie J Mullines .(Prentice Hall).
4. "Organisation theory & Behaviour", B.P.Singh & T.N.Chabra, Dhanpat Rai & Co; Educational and Technical publishers.
5. "Organisational Behaviour", S.Fayyaz Ahmad, Nazir Ahmad Gilkar & Javid Ahmad Darzi.
6. Organisational Behaviour, Debra L Nelson, James Campbell Quick.
7. 'Organisational Behaviour', Stephen.P.Robins, Dorling Kindersley Pvt.Ltd.
8. 'Organisational Behaviour', Ray French, Charletts-Rayner, Gary Rees, Sally Rumbles.
9. 'Organisation Behaviour' (Text & Cases, including Internet exercises & skill tests), Dr.S.Shajahan, Linu Shajahan, New Age International Publishers.
10. "organizational behavior ": Concepts, theory & practices, Managing people in the 21st Century, Nirma Singh , Deep & Deep publications Ltd.