

MBAH 403: ORGANISATIONAL BEHAVIOUR

Workload : 04 hours per week - Total credits: 04

Examination : 3 hours; 30 marks continuous evaluation & 70 marks final examination.

Objectives : To familiarize the students with the behavioral patterns of human beings at individual and group levels in the context of an organization, which in turn is influenced by the environment, enveloping it. The course aims to enhance the ability of the students in terms of the knowledge, prediction and control of human behavior in an organization.

Pedagogy : Lectures, assignments, role play & practical exercises, discussions, seminars, etc.

1. **An overview of Organizational Behaviour** - History of Organisational Behaviour and its emergence as a discipline-emerging perspective Organizational Behaviour.
2. **Individual process in organisation**- learning, perception and attribution- Individual differences - Basic concepts of motivation - Advanced concepts of motivation. Theories of motivation.
3. **Group process in Organisation** - Group dynamics, leadership theories -Power, politics and conflict - inter- personal communication.
4. **Enhancing individual and interpersonal process goal setting and reward** - job design - performance appraisal - stress - decision making and creativity.
5. **Integrating individual, Groups and Organisaton**-Organisational change and Development, Career Dynamics, International Aspects of Organisation - Managing Diversity.
6. **Personality**:Personality-Job Fit Theory: Using Traits to Predict Workplace Behavior. The Big Five Personality Traits & Workplace Behavior, Myers-Briggs Type Indicator (MBTI) Personality Framework: Strengths & Weaknesses, Machiavellianism in Organizations: Justifying the Means by the Ends, Narcissism in Organizations: Definition, Characteristics and Effects on the Workplace, Risk Takers in Business: Description & Effects on Organizational Behavior, Type A and Type B Personalities in Organizations: Definition & Characteristics
7. **Attitudes** – Characteristics – Components – Formation – Measurement-Values.Perceptions – Importance – Factors influencing perception – Interpersonal perception- Impression Management.

References:

1. Fred Luthans- Organization Behavior-McGraw Hill.
2. V. S. P Rao - Organizational behavior-Excel Books.
3. Arnold Hugh J and Feldman Daniel C- Organization Behavior -McGraw Hill.
4. Stephen P Robbin - Organization Behavior - Prentice Hall of India.
5. Newstorms John W and Davis Keith-Organization Behavior - TATA McGraw Hill.
6. Kelly Joe- Organizational Behaviour- Surjert Publication.
7. Kreitner Robert and Kinichi Angela - Organization Behavior- McGraw Hill.
8. Hersey Poul, Blanchard Kenneth H and Johnson Dewey E-Management and Organizational Behavior- Prentice Hall of India.
9. Moorhead Gregory and Griff - in Ricky W - Organization Behavior- Jaico Publishing House.
10. Udai Pareek-Understanding Organizational Behaviour-Oxford University Press.
11. Ashwathappa-Organization Behaviour –Himalaya Publication House.
12. Arun Kumar , Meenakshi N- Organisational Behaviour: A modern Approach- Vikas Publishing House, New Delhi.
13. JS Chandan – Organisational Behaviour- Vikas Publishing House, New Delhi.

