

ORGANIZATIONAL BEHAVIOUR**B.Tech. IV Year II Sem.**

L	T	P	C
3	0	0	3

Course Objectives: The objective of the course is to provide the students with the conceptual framework and the theories underlying Organizational Behavior.

Course Outcomes:

1. Demonstrate the applicability of analyzing the complexities associated with management of individual behavior in the organization.
2. Analyze the complexities associated with management of the group behavior in the organization.
3. Demonstrate how the organizational behavior can integrate in understanding the motivation (why) behind behavior of people in the organization.

UNIT - I:

Introduction to OB - Definition, Nature and Scope – Environmental and organizational context – Impact of IT, globalization, Diversity, Ethics, culture, reward systems and organizational design on Organizational Behaviour. Cognitive Processes-I: Perception and Attribution: Nature and importance of Perception – Perceptual selectivity and organization – Social perception – Attribution Theories – Locus of control –Attribution Errors –Impression Management.

UNIT- II:

Cognitive Processes-II: Personality and Attitudes – Personality as a continuum – Meaning of personality - Johari Window and Transactional Analysis - Nature and Dimension of Attitudes – Job satisfaction and organizational commitment-Motivational needs and processes- Work-Motivation Approaches Theories of Motivation- Motivation across cultures - Positive organizational behaviour: Optimism – Emotional intelligence – Self-Efficacy.

UNIT - III:

Dynamics of OB-I: Communication – types – interactive communication in organizations – barriers to communication and strategies to improve the follow of communication - Decision Making: Participative decision-making techniques – creativity and group decision making. Dynamics of OB –II Stress and Conflict: Meaning and types of stress –Meaning and types of conflict - Effect of stress and intra-individual conflict - strategies to cope with stress and conflict.

UNIT - IV:

Dynamics of OB –III Power and Politics: Meaning and types of power – empowerment - Groups Vs. Teams – Nature of groups – dynamics of informal groups – dysfunctions of groups and teams – teams in modern work place.

UNIT - V:

Leading High performance: Job design and Goal setting for High performance- Quality of Work Life- Socio technical Design and High-performance work practices - Behavioural performance management: reinforcement and punishment as principles of Learning –Process of Behavioural modification - Leadership theories - Styles, Activities and skills of Great leaders.

REFERENCE BOOKS:

1. Luthans, Fred: Organizational Behaviour 10/e, McGraw-Hill, 2009
2. McShane: Organizational Behaviour, 3e, TMH, 2008
3. Nelson: Organizational Behaviour, 3/e, Thomson, 2008.

4. Newstrom W. John & Davis Keith, Organisational Behaviour-- Human Behaviour at Work, 12/e, TMH, New Delhi, 2009.
5. Pierce and Gardner: Management and Organisational Behaviour: An Integrated perspective, Thomson, 2009.
6. Robbins, P. Stephen, Timothy A. Judge: Organisational Behaviour, 12/e, PHI/Pearson, New Delhi, 2009.
7. Pareek Udai: Behavioural Process at Work: Oxford & IBH, New Delhi, 2009.
8. Schermerhorn: Organizational Behaviour 9/e, Wiley, 2008.
9. Hitt: Organizational Behaviour, Wiley, 2008
10. Aswathappa: Organisational Behaviour, 7/e, Himalaya, 2009
11. Mullins: Management and Organisational Behaviour, Pearson, 2008.
12. McShane, Glinow: Organisational Behaviour--Essentials, TMH, 2009.
13. Ivancevich: Organisational Behaviour and Management, 7/e, TMH, 2008.

