

## SSW 5012: ORGANIZATIONAL BEHAVIOUR AND ORGANIZATIONAL DEVELOPMENT

### Course Objectives

<ul style="list-style-type: none"><li>• Enhance the knowledge regarding the social and individual behaviour in an organization</li></ul>
<ul style="list-style-type: none"><li>• Develop an understanding on how the Knowledge of OB helps in organisational development</li></ul>
<ul style="list-style-type: none"><li>• Understand the importance of learning OB for social workers</li></ul>

### Course Outline

#### Unit 1 Focus and purpose

Definition, need and importance of organisational behavior, Nature and scope, Organizational behaviour models

#### Unit 2 Individual behaviour

Personality- types –factors influencing personality – theories – learning- types of learners- the learning process – learning theories – organizational behaviour modification. Misbehaviour- types- management intervention. Emotions – emotional labour - emotional intelligence- theories. Attitudes – characteristics – components – formation- measurement – values. Perceptions- importance – factors influencing perception – inter personal perception impression management. Motivation – importance – types – effects on work behavior

#### Unit 3 Group behaviour

Organization structure – formation - groups in organizations - influence - group dynamics - emergence of informal leaders and working norms – group decision making techniques – team building – interpersonal relations – communication – control

#### Unit 4 Leadership and Power

Meaning – importance - leadership styles – theories - leaders v/s managers - sources of power – power centres - power and politics

#### Unit 5 Dynamics of organizational behavior

Organizational culture and climate – factors affecting organizational climate - importance; Job satisfaction – determinants – measurements – influence on behaviour; Organizational change – importance – stability v/s change – proactive v/s reaction change - the change process - resistance to change – managing change; stress – work, stressors –prevention and management of stress - balancing work and life; Organizational development - characteristics – objectives – organizational effectiveness.

## References

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