

MBG5207 Organizational Behaviour

Course Code	MBG5207	Semester	II
Course Title	ORGANIZATIONAL BEHAVIOUR		
Credits	3	Type	Core

This course provides updated knowledge and information sharing that makes the student competent and employable, enhancing their skills to cope with various organizational scenarios.

Course Description

To equip the students with an essential knowledge base on behavioural dynamics of organizations with necessary models, tools and techniques to gather, organise and apply information for diagnosing, predicting and controlling human behaviour and performance in the organisational content and to develop the basic human relations skills in the prospective manager.

Course Outcome

By completing this course, students will obtain the following course/ learning outcome:

1. Knowledge gained:
 - have basic knowledge about an organisation, motivational and learning theories, group dynamics, organisational culture, communication and organisational development.
2. Skill gained:
 - Develops reasoning and problem solving skills.
 - Enhance Leadership and Personality Analysis skills that suit organizations' nature.
 - Identify the various communication channels and develop negotiation skills.
3. Competency gained:
 - Understand and define the organizational structure and make use of different decision making models in practical problems.
 - Implement the correct methods of leadership according to the individuals and groups.

Course Structure

The following is a detailed syllabus.

Module I : Introduction: Definition of OB

(6 hours)

Module Description: Levels of analysis- Contributing disciplines to the understanding of OB - Historical evolution of OB - Contemporary applications and challenges of OB - Developing a comprehensive and holistic of OB. Developing a perspective : Theoretical perspectives of human behaviour psycho-analytic framework, Behaviouristic framework, Social learning framework, Cognitive framework - Methods of Collecting behavioural data : observational methods, surveys, experiments, case studies, interviews, etc. - Development and use of criteria and predictors; performance outcomes - efficiency and effectiveness.

Module II : Attention and perception.**(6 hours)**

Module Description: Factors affecting and perception - Social perception - Impression formation and management strategies - Applications in organizational setting. Learning. Definition - Learning theories - Behaviour modification and its organizational application- Motivation. Definition - Theories of motivation: Content theories - process theories – Applications- Emotions. Characteristics of emotions - Causes of emotions - Anxiety and depression - aggression - Job stress - Stress management techniques - Emotional intelligence -Personality. Definition - Theories - values, Beliefs, Attitudes - Job satisfaction - Measuring personality typology - Applications in organizations.

Module III: Decision Making.**(6 hours)**

Module Description: Decision making models - Reasoning and problem solving - Factors affecting decision making - Heuristics - Creativity in decision making - Ethics in decision making. Communication. Communication process - Factors affecting communication - Channels of communication- barriers to effective communication - Improving interpersonal and organizational communication. Interpersonal dynamics. Developing interpersonal awareness - Johari Window - Transactional analysis - Empathy and Assertiveness.

Module IV : Groups**(6 hours)**

Module Description: Definition and classification of groups - Development of groups - group structure - Roles, norms, and status - Group decision making - Teams - Developing high performance teams. Leadership. Definition - Leaders vs. Managers - Leadership theories and models - Leadership roles and skills - Leadership development. Power and Politics. Definition - Bases of power - power statics and strategies - political implications of power. Conflicts. Different views of conflict - conflict process - Levels of conflict resolution strategies - Negotiation - Developing negotiating skills.

Module V : Organizational structure and design**(6 hours)**

Module Description: Principles of organizational design - patterns of organizational design - contemporary approaches. Organizational Policies and Practices. Selection, Training and Development, and performance appraisal. Organizational Culture. Nature and definition - Effects of organizational culture on employee performance - Developing and maintaining organizational culture. Organizational change and development. Forces of change - Resistance to change - planned change model - Organizational Development. Varieties of ...

Testing & Evaluation (if any)

- Assignments
- Case analysis/ Problems
- Seminar/Project
- Discussions/ Group activity
- Internal Tests

References

1. L M Prasad, Organizational Behaviour, Sultan Chand & Sons
2. Steven P Robbins (2013), "Organisational Behaviour", Pearson education
3. Fred Luthans (2015), "Organisational Behaviour", Mc Graw Hill
4. Richard Pettinger (1996), Organisational behaviour, MacMillan
5. Umasekaran (1989), "Organisational Behaviour", Tata Mc Graw Hill
6. Gerald Kole (1995), Organisational Behaviour, Thomson