SSW 5012: ORGANIZATIONAL BEHAVIOUR AND ORGANIZATIONAL DEVELOPMENT

Course Objectives
- Enhance the knowledge regarding the social and individual behaviour in an organization
- Understand the importance of learning OB for social workers
- To understand the leadership and power structure in organisations
- Develop an understanding on how the Knowledge of OB helps in organisational development

Course Outline

Unit I   Focus and purpose

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

Unit II   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 III   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 IV   Leadership and Power

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

Unit V   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.

Course Outcome
- Learners will be up skilled to understand, evaluate and resolve social and individual behavior in organizations.
- The course will enable the learner to understand the leadership and power structure in organizations.
- The learner will be empowered and trained to resolve problems arising from social and individual behavior in organizations.
- It will help the learner to practice as a good HR officer in an organisation by understanding the Organisation Behaviour.

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