

HUMAN RESOURCE MANAGEMENT ORGANIZATIONAL BEHAVIOUR

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Sem 111	Credits: 3+1	BB32105C	48
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At the end of the course, the learner will be able to,

- Relate to the concepts, models and frameworks in the field of Organisational Behaviour.
- Identify the behaviour of individuals and groups in organizations and the key factors that influence Organisational Behaviour.
- Identify the approaches to line-up individual groups & managerial behaviour in order to achieve organisational goals.
- Recognize the significance of the culture of an organization and the importance of developing good leaders with better teams.
- Analyze the impact of Conflict Management and Collaboration on Organisational Performance.

UNIT I: Introduction to Organizational Behaviour • Organizational Behaviour:

12

- Definition, Concept and Importance o Scope of Organizational Behavior o Models
 of Organizational Behavior o Goals of Organizational Behavior o Fundamentals of
 Organizational Behavior
- Disciplines Contributing to Organisational Behaviour
- Challenges and Opportunities to Organisational Behaviour
- Ethics in Organisational Behaviour- Concept and Case Study

UNIT II: Individual Determinants of Organisational Behaviour

12

 Individual Behaviour o Influencing factors- Personal, Psychological, Organisational System & Resources & Environmental Factors.

Value & Attitude o Values — Concept and Types o Attitude-Concept, Determinants, ABC ModeL o Nature of Employee Attitude/ Work Related Attitude

- Personality o Meaning, Definition, o Key Determinants of Personality, o Types of Personality o Big Five Theory o Locus of Control
- Perception o Meaning and Introduction
- Factors in uencing Perception o Perceptual Process

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UNIT Ill: Group

Interaction & Organisational

12

Behaviour

- Group Dynamics o Meaning, Definition, and Characteristics of a Group o Types of Groups o Reasons for forming Groups, o Theories of Group Formation, o Stages in Group Development, Group Behaviour, Group Cohesiveness o Group Decision Making Process
- Effective Work Teams o Meaning, Nature and Importance o Characteristics of Effective Teams,
 o Team Building concept and steps in team building o Need for team building in
 Organisations o Team Development, Team Roles, Team Effectiveness

d Behaviour	12

UNIT IV: Dynamics of

Organisational

Stress and Counseling o Concept - meaning and Significance o Work Stressors /Sources of Stress o Functional and Dysfunctional Stress o Prevention and Management of stress o Employee Counseling o Concept and Significance o Need and benefits o Manager's Counseling Role

- Conflict Management o Conflict Meaning, Definition, o Traditional & Modern View of Conflict, o Organisational Performance & Conflict, o Sources of Conflict o Conflict Management- Accommodating.
- Developing Collaboration o Concept and Introduction o Functions of o Basis of Collaboration o
 ources of Conflict

onflict Management- Competing, Collaborating, Compromising, Avoiding, ecommodating.

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inctions of Collaboration

asis of Collaboration

terventions to build Collaboration in Organisation

o Academia - Industry Collaboration

Interventions to build

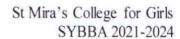
12 hours for Library work, practical or field work or research purposes

Recommended Text Books:

Name	Signature
Dr. Rama Venkatachalam	Jana Vinkar.
	G. CATOTO.

2017

- L. M. Prasad, Organisational Behaviour, Sultan Chand & sons New Delhi
- Dr Anjali Ghanekar, Organisational Behaviour. -Concepts and Cases, Pune, Everest Publishing House, 2013.
- K. Ashwathapa, Organisational Behaviour Himalaya Publishing House, Mumbai, Seventh Edition 2020





• Sushma Khanna, Understanding Organisational Behaviour, Oxford University Press, New Delhi

Recommended Books

- Stephen P. Robins, Timothy Judge, Niharlka Vohra- Organisational Behavior, PHI Learning / Pearson Education, 18th edition, 2019
- Luthans Fred, Organisational Behaviour, New Delhi, Mc Graw Hill International Editions,201 3.
- Newstrom J. W. ,Human Behavior at Work By, Tata McGraw Hill Publishing Compan J. Limited, New Delhi, 12th Edition ,2007
- Davis, Keith, Human Behaviour at Work, 6th Ed, New Delhi, Tata Mc-Graw Hill Publishing Co.,1993.

E- Resources

- 1. https-//nlst.infiibnet.ac.in/
- 2. https://search.ebscohost.com/

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Industry Expert	Mr. Sitesh Thadhani	12/00/	fitesh Lithadhar
A lumni	Ms. Devi Krishna		

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