



**HUMAN RESOURCE MANAGEMENT  
ORGANIZATIONAL BEHAVIOUR  
[DSEI]**

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:**

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- 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**

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- 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 III: 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

l 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 Sources of Conflict o Conflict Management- Competing, Collaborating, Compromising, Avoiding, Accommodating. o Building Collaboration o Concept and Introduction o Functions of Collaboration o Basis of Collaboration o Interventions 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:

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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, Niharika Vohra- Organisational Behavior, PHI Learning / Pearson Education, 18<sup>th</sup> edition, 2019
- Luthans Fred, Organisational Behaviour, New Delhi, Mc Graw Hill International Editions, 2013.
- Newstrom J. W. ,Human Behavior at Work By, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition ,2007
- Davis, Keith, Human Behaviour at Work, 6<sup>th</sup> Ed, New Delhi, Tata Mc-Graw Hill Publishing Co., 1993.

#### E- Resources

1. <https://nlist.infiibnet.ac.in/>
2. <https://search.ebscohost.com/>

Board Of Studies	Name	Si nature	
Chairperson (HOD)	Dr. Rama Venkatachalam		<i>Rama</i>
Faculty	Mrs. Kajal Jaisinghani	<i>Kajal</i>	<i>15/06/21</i>
Faculty	Ms. Abhradita Chatterjee Nahvi		<i>Abhradita</i>
Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan	<i>Abhijeet</i>	<i>15/06/21</i>
Subject Expert (Outside SPPU)	Dr. Sablha Fazalbhoj		<i>Sablha</i>
VC Nominee	Dr. Varsha Deshpande	<i>Varsha</i>	
Industry Expert	Mr. Sitesh Thadhani	<i>Sitesh</i>	<i>15/06/21</i>
Alumni	Ms. Devi Krishna		

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