

**Business Entrepreneurship III  
Human Behaviour at Work**

<b>Semester: V</b>	<b>Subject Code: C51711</b>	<b>Lectures: 60</b>
<b>Objectives:</b>		
<ul style="list-style-type: none"> <li>• To help students understand the importance of human behaviour in organisations.</li> <li>• To gain insights on and personality traits and perceptual skills</li> <li>• To develop an understanding on the learning and its importance today</li> </ul>		

<b>Unit 1: Organization Behaviour</b>	<b>12</b>
<ul style="list-style-type: none"> <li>• Organizations, Organization Behaviour-Meaning, Definitions</li> <li>• Need &amp; Importance of OB</li> <li>• Historical Roots of OB</li> <li>• Approaches to Organizational Behaviour</li> <li>• OB Models</li> <li>• Contemporary OB</li> <li>• Challenges of OB</li> </ul>	

<b>Unit 2: Personality</b>	<b>16</b>
<ul style="list-style-type: none"> <li>• Nature of Personality</li> <li>• Theories of Personality-Types- MBTI, Trait-Big Five (Ocean Model)</li> <li>• Determinants of Personality</li> <li>• Significance of Personality from entrepreneurial view</li> <li>• Emotional Intelligence-theory/components of EQ and application at work</li> </ul>	

<b>Unit 3: Perception</b>	<b>10</b>
<ul style="list-style-type: none"> <li>• Nature and significance of Perception.</li> <li>• Principles of Perceptual Selectivity</li> <li>• Perceptual Organization Process</li> <li>• Developing Perceptual Skills ,Overcoming distortions and perceptual errors</li> <li>• Impression Management</li> </ul>	

<b>Unit 4: Learning</b>	<b>10</b>
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- Nature of Learning
- Explicit and Tacit Knowledge
- Theories of Learning-Classical conditioning, Operational Conditioning, Cognitive Learning ,Social Learning
- Principles of Learning
- Ten Simple Rules of Learning

**Internal Assignments and Library Assignments**

**12**

**Reference Books:**

- Dr Anjali Ghanekar, Organisational Behaviour.-Concepts and Cases, Pune, Everest Publishing House, 2013.
- Newstrom J. W. ,Human Behavior at Work By, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition ,2007
- Robbins Stephen P.Organisational Behaviour,New Delhi,Practice Hall of India,1993.
- Luthans Fred, Organisational Behaviour,New Delhi, Mc Graw Hill International Editions,2013.
- Davis,Keith, Human Behaviour at Work, 6thEd,New Delhi, Tata Mc-Graw Hill Publishing Co.,1993.
- ★ Aswathapa K. Organisational Behaviour, Himalya Publishing House, Mumbai, 2013.



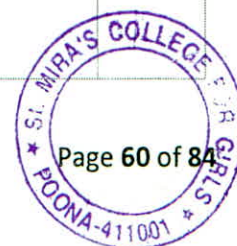
**Business Entrepreneurship III  
Human Behaviour at Work**

<b>Semester: VI</b>	<b>Subject Code: C61711</b>	<b>Lectures: 60</b>
<b>Objectives:</b>		
<ul style="list-style-type: none"> <li>• To help students understand the importance of working in groups and in teams.</li> <li>• To gain insights on leadership traits and skills.</li> <li>• To teach students the art of Stress and Conflict Management.</li> </ul>		

<b>Unit 1: Group Dynamics and Team Work</b>	<b>16</b>
<ul style="list-style-type: none"> <li>• Groups – meaning, definitions and Characteristics.</li> <li>• Formal and Informal groups.</li> <li>• Why do people join groups?</li> <li>• Group Development</li> <li>• Components of Group Structure</li> <li>• Group Dynamics and Relevance of group dynamics in entrepreneurship.</li> <li>• Team work – meaning and importance.</li> <li>• Characteristics of effective teams ,High Performance Teams</li> <li>• Teams vs Groups</li> <li>• Benefits from Teams</li> </ul>	

<b>Unit 2: Work Stress</b>	<b>10</b>
<ul style="list-style-type: none"> <li>• Meaning and Definition</li> <li>• Functional v/s Dysfunctional Stress.</li> <li>• Stress Experience</li> <li>• Work Stress Model</li> <li>• Personality Type and Stress</li> <li>• Stress Management-Individual and Organizational</li> <li>• Applications-EAPs</li> </ul>	

<b>Unit 3: Leadership and Effective Entrepreneurship</b>	<b>10</b>
<ul style="list-style-type: none"> <li>• Nature of leadership.</li> <li>• Leadership traits &amp; skills.</li> <li>• Leadership Theories-Fielder's &amp; Vrooms</li> <li>• Emerging Approaches to Leadership             <ul style="list-style-type: none"> <li>○ Transactional &amp; Transformational</li> <li>○ Substitutes &amp; Enhancers for Leadership</li> <li>○ Self &amp; Super Leadership</li> </ul> </li> <li>• Women as Leaders</li> </ul>	



<b>Unit 4: Conflict and Conflict Management</b>	<b>12</b>
<ul style="list-style-type: none"> <li>• Introduction and Definitions of Conflict</li> <li>• Traditional versus Modern Conflict</li> <li>• Functional versus Dysfunctional Conflict</li> <li>• Types and Levels of Conflict</li> <li>• Conflict Management-Strategies for Conflict Management <ul style="list-style-type: none"> <li>○ Johari Window &amp;TA</li> </ul> </li> </ul>	

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<b>Reference Books:</b>	
<ul style="list-style-type: none"> <li>• Dr Anjali Ghanekar, Organisational Behaviour.-Concepts and Cases, Pune, Everest Publishing House, 2013.</li> <li>• Newstrom J. W. ,Human Behavior at Work By, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition ,2007</li> <li>• Robbins Stephen P.Organisational Behaviour,New Delhi,Practice Hall of India,1993.</li> <li>• Luthans Fred, Organisational Behaviour,New Delhi, Mc Graw Hill International Editions,2013.</li> <li>• Davis,Keith, Human Behaviour at Work, 6thEd,New Delhi, Tata Mc-Graw Hill Publishing Co.,1993.</li> <li>* Aswathapa K. Organisational Behaviour, Himalya Publishing House, Mumbai, 2013.</li> </ul>	