



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

Sem III	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	12
<ul style="list-style-type: none"> • Organizational Behaviour: <ul style="list-style-type: none"> ○ Definition, Concept and Importance ○ Scope of Organizational Behavior ○ Models of Organizational Behavior ○ Goals of Organizational Behavior ○ 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
<ul style="list-style-type: none"> • Individual Behaviour <ul style="list-style-type: none"> ○ Influencing factors- Personal, Psychological, Organisational System & Resources & Environmental Factors. Value & Attitude <ul style="list-style-type: none"> ○ Values – Concept and Types ○ Attitude- Concept, Determinants, ABC Model, ○ Nature of Employee Attitude/ Work Related Attitude • Personality <ul style="list-style-type: none"> ○ Meaning, Definition, ○ Key Determinants of Personality, ○ Types of Personality ○ Big Five Theory ○ Locus of Control • Perception <ul style="list-style-type: none"> ○ Meaning and Introduction 	

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<ul style="list-style-type: none"> ○ Factors influencing Perception ○ Perceptual Process 	
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UNIT III: Group Interaction & Organisational Behaviour	12
<ul style="list-style-type: none"> ● Group Dynamics <ul style="list-style-type: none"> ○ Meaning, Definition, and Characteristics of a Group ○ Types of Groups ○ Reasons for forming Groups, ○ Theories of Group Formation, ○ Stages in Group Development, Group Behaviour, Group Cohesiveness ○ Group Decision Making Process ● Effective Work Teams <ul style="list-style-type: none"> ○ Meaning, Nature and Importance ○ Characteristics of Effective Teams, ○ Team Building – concept and steps in team building ○ Need for team building in Organisations ○ Team Development , Team Roles, Team Effectiveness 	

UNIT IV: Dynamics of Organisational Behaviour	12
<ul style="list-style-type: none"> ● Stress and Counseling <ul style="list-style-type: none"> ○ Concept - meaning and Significance ○ Work Stressors /Sources of Stress ○ Functional and Dysfunctional Stress ○ Prevention and Management of stress ○ Employee Counseling ○ Concept and Significance ○ Need and benefits ○ Manager's Counseling Role ● Conflict Management <ul style="list-style-type: none"> ○ Conflict - Meaning, Definition, ○ Traditional & Modern View of Conflict, ○ Organisational Performance & Conflict, ○ Sources of Conflict ○ Conflict Management- Competing, Collaborating, Compromising, Avoiding, Accommodating. ● Developing Collaboration <ul style="list-style-type: none"> ○ Concept and Introduction ○ Functions of Collaboration ○ Basis of Collaboration ○ Interventions to build Collaboration in Organisation ○ Academia –Industry Collaboration 	

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

Recommended Text Books:

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- Sushma Khanna, *Understanding Organisational Behaviour*, Oxford University Press, New Delhi 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

Recommended Books

- Stephen P. Robins, Timothy Judge, Niharika Vohra- *Organisational Behavior*, PHI Learning / Pearson Education, 18th 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*, 6th Ed, New Delhi, Tata Mc-Graw Hill Publishing Co., 1993.

E- Resources

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

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Faculty	Mrs. Kajal Jaisinghani	<i>Kajal Jaisinghani</i> 15/06/21	
Faculty	Ms. Abhradita Chatterjee Nahvi		<i>Abhradita Chatterjee Nahvi</i> 15/06/21
Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan	<i>Abhijeet Chavan</i> 15/06/21	
Subject Expert (Outside SPPU)	Dr. Sabiha Fazalbhoj		<i>Sabiha Fazalbhoj</i> 15/06/21
VC Nominee	Dr. Varsha Deshpande	<i>Varsha Deshpande</i> 15/06/21	
Industry Expert	Mr. Sitesh Thadhani		<i>Sitesh Thadhani</i> 15/06/21
Alumni	Ms. Devi Krishna		

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