

ORGANISATIONAL BEHAVIOUR

Semester I

Subject Code: BC21503

Lectures : 48

OBJECTIVES: This syllabus is designed to equip students

- Provide valuable inputs for understanding, reasoning, predicting and controlling human behaviour.
- Various theories and topics have been covered to relate the subject to real-world problems and issues.

Unit 1: Fundamentals of Organizational Behaviour

No. of Lects. 06

- Definition, Nature, Scope, and Goals of Organizational Behavior
- Fundamental Concepts of Organizational Behavior
- Models of Organizational Behavior

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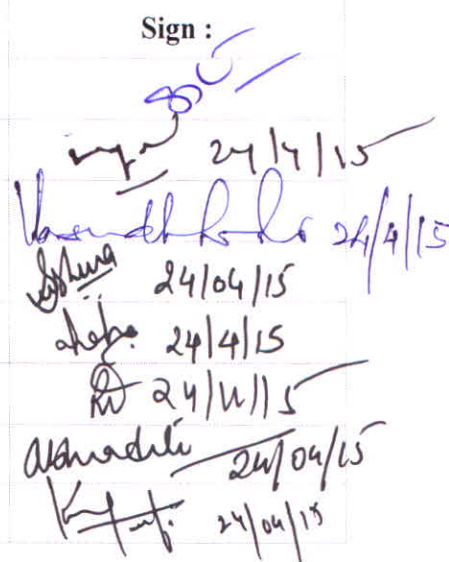
Unit 2: Attitude Values and Motivation

No. of Lects.08

- Effects of employee attitudes, Personal and Organizational Values
- Nature and Importance of Motivation, Motivation Process - Motivation Model
- Theories of Work Motivation – Maslow's Need Hierarchy Theory, Mc Gregor Theory X and Theory Y, Herzberg's Two factor theory

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Members Present :	Sign :
1) Dr.Sanjay Kaptan- H.O.D Commerce -S P Pune University , Pune	
2) Dr. Varsha Deshpande- Faculty, BMCC College, Pune	
3) Dr. Vasudha Joshi - Faculty, Ness Wadia College of Commerce, Pune	
4) Ms. Sushma Joshi - Industrial Expert, Symantec, Pune	
5) Ms. Neha Mirwani- Alumni, St. Mira's College for Girls, Pune	
6) Dr. Rama Venkatachalam - St. Mira's College for Girls, Pune	
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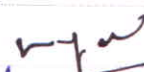
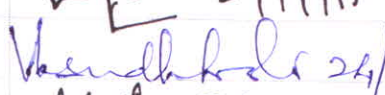
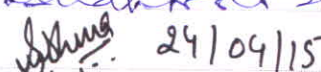
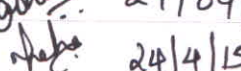
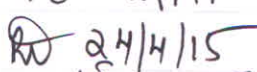
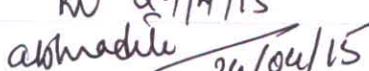
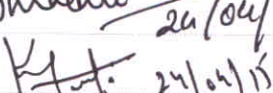
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Unit 3: Personality and Stress	No. of Lects.16
• Definition of Personality, Determinants of Personality	02
• Theories of Personality – Trait theory : The Big Five Model, Self Theory – Locus Of Control, Type Theory – Myers-Briggs Type personality	05
• Meaning and definition of Stress, Sources of Stress: Individual Level, Organisational Level,	04
• Causes of stress in organization	02
• Effect of Stress – Physiological Effect, Psychological Effect, Behavioral Impact	03

Unit 4: Conflict Management	No. of Lects.8
• Concept of Conflict, Process of Conflict	04
• Types of Conflict, Intrapersonal, Interpersonal, Intergroup, Organizational, Johari Window, Transactional Analysis, Effects of Conflict, Conflict Management Strategies.	04


Unit 5: Emerging Aspects of OB	No. of Lects10
• Managing Global Workforce- Introduction	02
➤ Barriers to Cultural Adaption	02
➤ Diversity and Inclusion/ Orientation	02
➤ Cultural Intelligence	02
➤ Cross Culture Communication	02

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Reference Books:

- 1) **Organizational Behavior Human Behavior at Work** By J. W. Newstrom, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition (2007)
- 2) **Organisational Behaviour** by Anjali Ghanekar, 17th Edition
- 3) Organizational Behavior Text, Cases and Games- By K. Aswathappa, Himalaya Publishing House, Mumbai, Sixth Edition (2005)
- 4) Organizational Behavior Human Behavior at Work By J. W. Newstrom, Tata McGraw Hill, Publishing Company Limited, New Delhi, 12th Edition (2007)
- 5) Organizational Behavior - By Fred Luthans - McGRAW – HILL
- 6) Organizational Behavior - By Super Robbins
- 7) Organizational Behavior - Anjali Ghanekar - Everest Publishing House
- 8) Organizational Behavior Fundamentals, Realities and Challenges By Detra Nelson, James Campbell Quick Thomson Publications
- 9) Organizational Behavior through Indian Philosophy By M.N. Mishra, Himalaya Publication House
- 10) Organizational Behavior - Stephen P. Robbins, Timothy A. Judge, Seema Sanghi – Pearson

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