

Organizational Behaviour

Semester VI	Subject Code: BB61703 ✓	Lectures: 60
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Objectives:

The syllabus aims in equipping students with,

- Valuable inputs for understanding, reasoning, predicting and controlling human behavior
- Various theories and topics to relate the subject to real-world problems and aspects
- The knowledge to compete in the global market and to organize their business successfully with current trends
- An understanding of the culture of an organization and the importance of developing good leaders with better teams

Unit 1: Introduction to Organizational Behaviour and Emerging Aspects	08
<ul style="list-style-type: none"> • Concept, Contributing Disciplines, Nature, Importance and Limitations to Organizational Behaviour, • OB Models • Contemporary OB • Challenges and Opportunities for OB • Managing Global Work Force 	

Unit 2: Personality and Ethics in Decision Making	06
<ul style="list-style-type: none"> • Meaning, Determinants of Personality, Major Personality Attributes influencing OB • Ethics in Decision Making • Emotional Intelligence-Theory and Application at Work 	

Unit 3: Perception	12
<ul style="list-style-type: none"> • Concept, Factors influencing Perception, • Characteristics of Perceiver & Perceived • Perceptual Process • Developing Perceptual Skills, Overcoming Distortion and Perceptual Errors, • Introduction to Organizational Psychology 	



Unit 4: Learning & Motivation	10
<ul style="list-style-type: none"> • LEARNING <ul style="list-style-type: none"> ➤ Concept, Nature of Learning, Components of Learning ➤ Explicit and Tacit Knowledge, Learning Process, Factors affecting Learning ➤ Theories of Learning-Classical conditioning, Operational Conditioning, Cognitive Learning ,Social Learning ➤ Principles of Learning, Ten Simple Rules of Learning • MOTIVATION <ul style="list-style-type: none"> ➤ Concept, Nature, Contemporary Theories of Motivation ➤ Relation among Motivation, Behaviour and Performance, Motivational Applications 	

Unit 5: Groups and Teams	12
<ul style="list-style-type: none"> • Groups – Meaning, Nature, Definitions and Characteristics. • Formal and Informal groups, Why do people join groups? • Group Development, Components of Group Structure • Group Dynamics and its Relevance • Team Work – Meaning, Nature and Importance • Characteristics of Effective Teams, Benefits from Teams • Teams vs Groups, Team Building and Group Leadership 	

***Contact hours – 12 hours**

Recommended Text Book:

1. *Organisational Behaviour*, Prof Dr.Ahmad Umar Khan, Vision Publication 2013
2. *Organisational Behaviour*, MrsAmruta Oke, Mrs Gauri Kulkarni ,Nirali Prakashan 2013



Reference Books:

1. J. W. Newstrom, *Organisational Behavior Human Behavior at Work*, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition; 2007
2. Anjali Ghanekar, *Organisational Behaviour*, 17th Edition Everest
- 3. K. Aswathappa, *Organizational Behavior Text, Cases and Games*, Himalaya Publishing House, Mumbai, Sixth Edition; 2013
4. Fred Luthans, *Organizational Behavior*, McGRAW – HILL
5. Super Robbins, *Organizational Behavior* – ?
6. Anjali Ghanekar, *Organizational Behavior*, Everest Publishing House
7. Detra Nelson, James Campbell, *Organizational Behavior Fundamental, Realities and Challenges*, Quick Thomson Publications
- 8. M.N. Mishra, *Organizational Behavior through Indian Philosophy*, Himalaya Publication House
9. Stephen P. Robbins, Timothy A. Judge, SeemaSanghi, *Organizational Behavior*, Pearson

