

Organizational Behavior

Code: HRMT-242

Course Name: Organizational Behavior

Course Type: Core

Pre-Requisite:

Concentration

Course Level:

Year 1:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester
Year 2:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester
Year 3:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester
Year 4:	<input type="checkbox"/>	Semester 1	<input type="checkbox"/>	Semester 2	<input type="checkbox"/>	Summer Semester

Course Description: This course highlights on the different aspects of organisational behavior. It focuses on the study of group dynamics, individual differences and organizational development.

Objective:

The objective of this course is to help students understand the conceptual framework of management and organizational behavior.

Learning Outcome: The Students are expected to develop required skills in the field of organisational behavior. As future managers, they may find it easy to solve various organizational problems.

Skills to be developed throughout the Course:

Students will develop their analytical and oral communication skills via case study work carried out in seminar sessions. Information technology and written communication skills will be developed when completing the written assignment which will also test student's creative skills and their abilities to present theoretical information in practical situations.

Students are encouraged to make use of IT facilities particularly web sites to support research and reading.

Learning Resources:

1. Text Books

<u>Author</u>	<u>Title</u>	<u>Publisher</u>	<u>Year</u>
Robins Fincham	Principles of Organizational Behavior	Oxford University press.	2008
Stephen P. Robbins Tim A. Judge	Organizational Behavior	Prentice Hall	2007
Newstrom, John W. and Keith Davis	Organizational Behavior: Human Behavior at Work,	Tata McGraw-Hill	2008

2. e- Library Reserves

- <http://www.emeraldinsight.com/insight>
- <http://www.humancapitalonline.com>

3. Internet

- Ebsco Business Source Premier: A database containing several hundred key business and management journals with full text articles updated daily.
- Courseware: Specific research support resources and documents, selectively posted to complement and build upon materials available in proctor's methodological text. Such documentation will typically be posted regularly.
- www.decailibrary.org
- www.ipl.org
- www.emc.com

4. Journals

- Organisational Dynamics
- European Management Journal
- British Journal of Industrial Relations
- Journal of International Management

Delivery and Teaching Strategy: (Lecture, Online, Physical, blended, self directed through CD, web based courses and DVD)

Methods of Instruction: It would be based on Lecture, demonstration and assignment review. Questions are encouraged and participation is expected.

Assessment Strategy:

- a. First Mid Term Exam: 20 Marks to be held on.....Day,.....Month, 20..
- b. Second Mid Term Exam: 20 Marks to be held on.....Day,.....Month, 20..
- c. Attendance, Participation & Assignment: 10 Marks
- d. Final Exam: 50 Marks
- e. Total: 100 Marks

Syllabus Change Policy: This syllabus is a guide for the course and is subject to change with advanced notice.

<u>COURSE CONTENTS</u>

UNIT -1 Organizational Behavior: Organizational behavior - concept and significance; Relationship between management and organizational behavior; Emergence and ethical perspective; Attitudes; Perception; Learning; Personality; Transactional analysis.

UNIT -2 Group Dynamics and Team Development: Group dynamics -definition and importance, types of groups, group formation, group development, group composition, group performance factors; Principle-centered approach to team development.
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UNIT -3 Organizational Development: Meaning, Concepts, Process of Organizational Development; Organizational Development Intervention and Research; Organizational Effectiveness; Concepts and Approaches; Management of Change, Meaning, forces for change, Types of Change, Causes of Resistance to change; Factors influencing the change.
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