

Course Code – CM010102

ORGANISATIONAL BEHAVIOUR

Semester – One

Type – Core Credits – 3

Hours: 5 per week and Total: 90

Objective of the Course

To understand human behaviour at Individual, Interpersonal, Group and Inter-Group levels and to recognise issues inherent in organisational change, growth, development and conflict.

Module No.	Unit No.	Contents	Remarks
Module 1- Introduction to Organisational Behaviour – 15 hours			
1	1.1	Meaning and definition of Organisation Behaviour – Scope – Basic concepts of OB – Foundations of OB- Challenges and Opportunities of OB.	Short questions
	1.2	Role of organisation behaviour – Determinants — Challenges and opportunities of OB – Contributing disciplines – Difference between organisational behaviour and organisation theory.	Short questions and short essays
	1.3	Models of OB – Autocratic model – Custodial model – Supportive model – Collegial model.	Short questions short essays and essay questions
Module 2- Individual Behaviour and Motivation – 25 hours			
2	2.1	Concept of Human Behaviour - Characteristics - Models of Man, Factors influencing Individual Behaviour.	Short questions and short essays
	2.2	Personality-Determinants - Personality Traits.	Short questions short essays and long essay questions
	2.3	Perception – Process of perception – Factors influencing Perception – Perceptual errors.	Short questions short essays and long essay questions
	2.4	Attitudes - values — Learning – Process of Learning - Reinforcement - Behaviour modification.	Short questions short essays and long essay questions
	2.5	Motivation – Concept - Theories or models of motivation- Need hierarchy, Theory X and Theory Y - Two factor theory.	Short questions short essays and long essay questions
	2.6	Contemporary theories of motivation- ERG- Cognitive evaluation - goal setting- equity expectancy model.	Short questions short essays and long essay questions

Module 3- Group Behaviour and Leadership - 25 hours

3	3.1	Transactional Analysis - Johari Window - Ego states -Life positions.	Short questions short essays and long essay questions
	3.2	Group - Factors influencing group behaviour- Norms-Cohesiveness.	Short questions short essays and long essay questions
	3.3	Stages of Group Development- Group Structure- Group Decision making.	Short answer and Short essays
	3.4	Teams- Types of teams- Group Vs Teams.	Short answer and Short essays
	3.5	Difference between Authority and Power - Sources of Power- Tactics used to gain power - Status -Problems caused by status system	Short questions short essays and long essay questions
	3.6	Leadership- features - concepts - qualities of good leaders - Leadership styles.	Short questions short essays and long essay questions
	3.7	Theories of Leadership - Behavioural approach - Situational approach - Transactional and transformational Leadership.	Short questions short essays and long essay questions

Module 4- Organisational Change, Development and Stress Management - 15 hours

4	4.1	Organisational Change - Forces for change - Resistance to change- overcoming resistance to change.	Short questions and short essays
	4.2	Types of change - Revolutionary and evolutionary change.	Short questions and short essays
	4.3	Greiner's five stages of organisational growth- Organisational Development - concept - OD intervention techniques.	Short questions short essays and long essay questions
	4.4	Stress - Meaning -Types of stress- Causes of Stress- Consequences.	Short questions short essays and long essay questions
	4.5	Stress Management - Need- Techniques adopted for Stress Management in Organisations.	Short questions short essays and long essay questions

Module 5- Organisational Culture and Conflict - 10 hours

5	5.1	Concept and determinants of organisational culture.	Short questions and short essays
	5.2	Conflict - concept - stages in organisational conflict - functional and dysfunctional aspects of conflict - levels of conflict - Stimulation and resolution of conflict.	Short questions short essays and long essay questions