# Elective 1

## Programme Name: M. Com ( Business Management )

## Course Name: Organisational Behaviour

## Programme Name: M.Com. PART I Semester I (Management)

## Course Name: Organisational Behaviour

## Total Credits :04 Total Marks:100

## University assessment: 50 College assessment:50

Prerequisite: Knowledge of Management studies

## Learning Objectives

1. Organisational Behavior is essential part of working life of employees
2. Organisational Behavior allows employees to internalize good working culture, respect to the organization

## Course Outcomes

C1) Students will learn that organizational goals are far more important than individual goals

C2) Students will learn to manage stressful conditions of work place

### MODULE I: (2 CREDITS)

### Unit 1: Introduction and Evolution Organisational Behaviour, Individual and Group Processes

a) Definition of Organisational Behaviour, Historical Development of OB, Human Relations Management, Discipline of OB, Evolution Stages of OB, Models of OB

b) Definition and Need of Motivation, Motivational Content theories- Maslow's Need Hierarchy Theory, Herzberg's Two Factor Theory, Alderfer's ERG Theory, McClelland's Need Based Model, Process Theories- Equity Theory, Vrooms Expectancy Theory, Contemporary Theory- Cognitive Evaluation theory, Leadership – Meaning and Types, Transactional vs Transformational Leadership, Hersey and Blanchard's situational leadership.

### Unit 2: Foundation of Individual Behaviour

a) Factors affecting Individual behavior & Personality - Personal, Psychological, Environmental and Organisational factors, Nature and Determinants of personality, Personality Traits – Locus of Control, Type A and Type B Personality, Machiavellianism, Self Monitoring

b) Perception & Attitude Factors Influencing Perception, Managing perception Process, Perception and OB, Attitude – Nature, components, work related attitudes, Barriers to attitudinal Change, Measures to attitudinal change.

### MODULE II: (2 CREDITS)

### Unit 3: Organisation Communication, Group dynamics & Behaviour Outcomes

a) Transactional Analysis, Lateral Thinking, Delphi Technique, Power of Grapevine, Group Dynamics and types of groups, Determinants of Group Behaviour

b) Power, Politics & Conflict - Sources of Power, Types of Organisational politics, Conflict – Levels of Conflict, Strategies for resolving Conflict, Guidelines for effective negotiation.

### Unit 4: Emerging Challenges

a) Stress Management & Organizational Culture – Meaning of Stress, Work stress Model, Sources of Stress, Psychological Disorders, Stress Management and coping strategies and impact of stress on and Performance, Organizational culture – Cultural Dimensions, Types, Values and vision creating and sustaining culture

b) Workforce Diversity – Concept, Managing Diversity effectively, Ethical Behaviour in workplace, Managing Ethics at work place.

## References


1. K. Aswathappa, Organisational Behaviour, 12th Revised Edition, Himalaya Publishing House
2. Ramesh B Rudani, Management and Organisational Behaviour, Mc Graw Hill Education Private Limited, New Delhi.
3. P. Subba Rao, Organisational Behaviour – Text, Cases & games, 2nd Revised Edition 2013, Himalaya Publishing House.
4. Stephen P. Robins, Organisational Behaviour, PHI Learning/ Person Education, 11th Edition 2008
5. Udai Pareek, Organisational Behaviour, Oxford University Press
6. Fred Luthans, Organisational Behaviour, McGraw Hill, 11th Edition 2001
7. K. Ashwathappa, Organisation Behaviour- Text, Cases & Games, Himalaya Publishing House, 2014 Edition.
8. Gerald Greenberg, Behaviour In Organisation, Pearson Edition (Prentice Hall India)
9. Tyson, Shaun and Tony Jackson; The Essence of Organizational Behavior; Prentice–Hall of India Private Ltd., New Delhi, Latest edition.
10. Robbins, Stephen P; Essentials of Organizational Behavior; Prentice–Hall of India Private Limited; New Delhi; 8th Edition or later editions.
11. Ramnarayan. S and Ram Mohan Rao; Managerial Dilemmas; Tata–McGraw Hill Publishing Company Limited, New Delhi, 1996 or later editions.
12. Sharma, S., Organisational Behaviour, Tata McGraw-Hill Education, 2012.
13. Selected articles from journals such as Harvard Business Review, Vikalpa, etc