

## MASTER OF COMMERCE - FIRST SEMESTER

### ORGANISATIONAL BEHAVIOUR

Code: **HC 1.1**

Contact Hours: 64

Credit Points: 4

Evaluation: Continuous Internal Assessment – **30 Marks**  
Semester-End Examination – **70 Marks**

Univ Code:

Work load: 4 hours per week

**Objectives:** To orient the students to organizational behaviour and to appraise its relationship with managerial functions, organisational change and development.

**Pedagogy:** A combination of Lectures, Case Analysis, GDs, Assignments, Seminars, etc.

**Module 1: Organisational Behaviour:** Meaning and definition, scope, contributing disciplines to the field of O.B., stages in the evolution of OB.

**Module 2: Individual Behaviour:** Personality-Characteristics determinants, traits, theories – Psycho-Analysis Theory, Maslow’s Self-Actualisation Theory, Erickson’s Stages of personality development – Trait Theory, Self Theory; Perception-factors influencing perception, Perceptual process, Learning – theories – Classical Conditioning, Operant Conditioning, Cognitive Learning Theory, Social Learning Theory, and principles of learning, attitudes and values- nature, components of attitudes, formation, function of attitudes, Job satisfaction- causes and consequences of job satisfaction.

**Module 3: Group Behaviour:** Nature of groups, types of groups, determinants of group behaviour, group process, group development, group norms, group cohesiveness, small groups, group decision making, team building, conflict in the organization, transactional analysis.

**Module 4: Linkage between Behaviour and Management Functions:** Decision Making, Process of Decision Making, Policy Formulation; Leadership, Theories of Leadership Styles, Voluntary Co-operation, Directing and Disciplining. Motivation-Nature, Importance, theories relating to Motivation.

**Module 5: Organisational Change and Development:** Organisational Culture, Changing the Culture, Change Management, Work Stress Management, Organizational Management, Managerial implications of organisation’s Change and Development.

#### Recommended Books

1. Fred Luthans, **Organisational Behaviour**, McGraw Hill, New York.
2. Stephen P Robbins, **Organisational Behaviour**, PHI, New Delhi.
3. Rao VSP and Satynarayana, **Organisational Behaviour**,
4. Uday Pareek, **Behavioural Process in Organisation**, Oxford and IBH, New Delhi.
5. Edger Scheier, **Organisational Psychology**, PHI, New Delhi.

6. KAshwathappa, **OrganisationalBehaviour**, Himalaya Publishing House, Mumbai.
7. Uday, Pareek, **Beyond Management**, Oxford and IBH, New Delhi.
8. W.L.French, and Bell, **Organisational Development**, PHI, New Delhi.
9. Warner G. Bennis, **Changing Organisations**, TMH, New Delhi.
10. Uma Sekharan, **OrganisationalBehaviour**, TMH, New Delhi.