

B.Com. Sem. V

Organizational Behaviour- Syllabus

| Unit | Title | Details of Topics |
|--------|---|--|
| Unit 1 | Introduction to Organization Behaviour | Introduction to organization, organization and managers, manager' roles and skills, behaviour at work, introduction to organization behaviour, major behavioural science disciplines contributing to OB, challenges and opportunities managers have in applying OB concepts, OB model (including motivation models) and levels of OB model |
| Unit 2 | Individual behaviour | Introduction to individual behaviour, values, attitudes, job satisfaction, personality, perception and individual decision making, learning, motivation at work, managing emotions and stress (Meaning-Definition Stress and job performance relationship Approaches to stress management (Coping with stress) |
| Unit 3 | Interpersonal behaviour | Interpersonal Behaviour, Johari Window, Transactional Analysis – ego states, types of transactions, life positions, applications of T.A., managerial interpersonal styles.. |
| Unit 4 | Group behaviour | Introduction to group behaviour, foundations of group behaviour, concept of group and group dynamics, types of groups, formal and informal groups, theories of group formation, group norms, group cohesiveness, group decision making, inter group behaviour, concept of team vs. group, types of teams, building and managing effective teams, leadership theories and styles, power and politics, conflict and negotiation. |
| Unit 5 | Organisational behaviour | Foundations of organization structure, organization design, organization culture, organization change, managing across cultures, human resource management policies and practices, diversity at work. |

Books Recommended:

1. Robbins, S. P/ Judge, T. A/ Sanghi, S., Organizational Behavior, Pearson Publication
2. Aswathappa, K., Organisational Behaviour– Text and Problem, Himalaya Publication
3. Pardeshi, P. C., Organizational Behaviour & Principles & Practice Of Management, Nirali publication