

BC-302. Organizational Behaviour.

Objective:

The objective of this Course is to help students understand the conceptual framework of organizational behavior.

Unit – I

Organizational Behaviour:

Concept and significance, disciplines contributing to OB. Relationship between management and organizational behavior, Foundations of OB, Human relation approach, OB models.

Unit – II

Foundation of Individual Behaviour. Perceptions – Concept, Process, perceptual selectivity. Developing perceptual skills, managerial implications of perception.

Learning – concept, process and theory.

Personality – concept, theories, personality and Behaviour.

Unit – III

Attitudes and transactional Analysis.

Attitudes – concept, sources of attitudes and beliefs, change of attitudes, attitudes and motivation.

Transactional analysis – Concept, Ego States – life position, life scripts, stroking.

Types of transactions – Basic Human hungers – Benefits of transactional analysis and limitations.

Unit – IV

Organisational conflicts and change. Meaning – Functional and dysfunctional conflicts, types of conflicts and conflict management.

Organisational change – concept, factors in organizational change, process of planned change, resistance to change, overcoming resistance to change.

Unit – V

Organisational development. Concept, Process, OD interventions, sensitivity training/T group, grid training, survey feedback, process consultation, team building.

Suggested Readings:

1. L. M. Prasad: organizational Behaviour sultan Chand & Sons. New Delhi
2. Rakesh Gupta: Organisational Behaviour Kitab Mahal. Allahabad.
3. Hersey and Blanchard: Management of original Behaviour. Prentice Hall of India, Private Limited, New Delhi.