

JYOTI NIVAS COLLEGE AUTONOMOUS
Programme: BBA/B.VOC (B&F)
ORGANISATIONAL BEHAVIOUR
Course Code : 24IIIOB02

No. of Credits: 4

Semester: III
No. of Hours: 60

COURSE OBJECTIVES:

- To make the students understand the organisational set-up and the process of human behavior.
- To expose the students to an individual, intra group and inter group behaviour of the work force in a formal set up.
- To make the students understand the business transformation and effective utilisation of human resources.

LEARNING OUTCOMES:

- Demonstrate an understanding of the role of OB in business organisation.
- Demonstrate an ability to understand individual and group behavior in an organisation.
- Be able to explain the effectiveness of organizational change and development of organisation.
- Demonstrate an understanding of the process of organisational development and OD Interventions.

UNIT 1: Introduction to Organisational Behavior **12 HRS**

Organization Behaviour- Meaning, Definition, Importance and Foundations of OB. Foundations of Individual Behaviour - Personal Factors, Environmental Factors, Psychological Factors, Organization systems and resources; Learning- Meaning, features and Theories- Classical Conditioning Theory and Operant Theory Personality-Meaning, Determinants and Personality Traits. Perception- Meaning, Factors influencing perception, Perceptual Process, Perceptual Errors.

UNIT 2: Group and Team Dynamics **10 HRS**

Group Dynamics-Meaning, Types of Groups, Development of Groups- Stages of Group Development, Determinants of Group Behaviour; Team Dynamics- Meaning, Types of Teams; Conflict- Sources of conflict and ways of resolving conflict.

UNIT 3: Change Management **15 HRS**

Change: Meaning, Importance and Nature of Planned Change, Factors Influencing Change, Change Process; Change Management – Meaning and importance; Managing Change- Causes of resistance to change, Consequences of resistance to change, Overcoming Resistance to Change. Influence of Organisational behaviour on hybrid work mode culture.

UNIT4: Organisational Development **10 HRS**

Organisational Development: Meaning and Nature of Organisational Development (OD), Process of Organisational Development; Overview of Entering and Contracting; Diagnosing: Meaning of Diagnosing, Comprehensive Model for Diagnosing Organisational Systems: Organisational Level, Group Level and Individual Level system

UNIT 5: Organisational Development Interventions**13 HRS**

OD Interventions: Overview of OD interventions - Human Process Interventions, Techno Structural Interventions, HRM Interventions and Strategic Change Interventions, Conditions for optimal success of OD.

SKILL DEVELOPMENT ACTIVITIES:

- List any 5 factors influencing Change in Organisations.
- Draw Blake and Mouton managerial grid.
- List the Personality Traits of Successful Business Leaders.
- List the sources of conflict in organizations.

BOOKS FOR REFERENCE:

1. Fred Luthans, Organizational Behaviour. McGraw Hill
2. Robbins, Organizational Behaviour, International Book House.
3. John W. Newstrom and Kieth Davis, Organizational Behaviour, McGraw Hill.
4. K. Aswathappa, Organizational Behaviour, HPH.
5. Appanniah and, Management and Behavioural Process, HPH
6. Sharma R.K and Gupta S.K, Management and Behaviour Process, Kalyani Publishers.
7. Rekha and Vibha – Organizational Behavioural, VBH.
8. P.G. Aquinas Organizational Behaviour, Excel Books.
9. M. Gangadhar. V.S.P.Rao and P.S.Narayan, Organizational Behaviour

Note: Latest edition of text books may be used.