

**CORE COURSE – V : ORGANISATIONAL BEHAVIOUR**

**Objectives:** The objectives of the course are:

1. To familiarize the participants with the behavioural patterns of human beings at individual and group levels in the context of an Organization, which in its turn is influenced by the environment enveloping it, so that.
2. The ability of the participants in the knowledge, Prediction and control of human behaviour in an Organization is enhanced.

**UNIT –I**

History of Management Thought, Henri Fayols Principles of Management and Mintzberg's nature of managerial work.

**UNIT – II**

Individual behaviour – personality: perception: learning, attitudes inter-personal behaviour – Group and inter-group behaviour.

**UNIT – III**

Organization and the systems concept: Organization – theories: social Organization, Organizational rules; power authority and status. The Organization relation to its environment.

**UNIT – IV**

Motivation and morale, leadership-nature, type and approaches, development of leadership including laboratory training and group dynamics.

**UNIT –V**

Management of change: conflict Management. Organisation Health, Development and Effectiveness. Management of culture, Cross Cultural Management.

**SUGGESTED READINGS:**

1. KASTAND ROSENZWEIG – Organization and Management.
2. KEITHDAVIS – Human Behaviour at work.
3. KAMALA CHOWDHRY & SUDHIR KAKKAR – Understanding Organization Behaviour.
4. ATHOD & COFFEY – Behaviour in Organizations.
5. HERSEY & BLANCHARD – Management of Organization Behaviour.
6. GIBSON & OTHERS – Organization – Structure Process and Behaviour.
7. EDGAR SCHEIN – Organization Psychology.
8. KATZ & KATHN – The Social Psychology of Organization.
9. ABRAHAM K KORMAN – Organizational Behaviour.