

PAPER VIII : ORGANISATIONAL BEHAVIOUR IN CO-OPERATIVES

- UNIT 1: Theories of organisational Bureaucracy - elements and functions - Administrative theory - Relationship of administrative theory - to bureaucracy - Scientific Management - Applicability in co-operation.
- UNIT 2: Organisational structures - Issues and forms: Hierarchy, Specialisation, Division of labour, Departmentation, Span of management control, Delegation of authority and centralisation, Vs. Decentralisation - Structure - Functional product based Geography, Project organisation structure and Matrix organisation structure - practice in co-operative.
- UNIT 3: Organisational Behaviour: Approaches to organisation Behaviour, features of modern organisation behaviour - Organisational change - Nature of work change, pressure for resistance to changes, group dynamics of change and implementation of change - Organisational Development - objectives, Values and process, sensitivity Training, Team Building programme, Management Development systems making MBO effective - Scope in co-operatives.
- UNIT 4: Interpersonal Relations, Motivation and organisational Climate: Group dynamics, Leadership Behaviour, organisational conflict, inter - group conflict, inter-organisational conflicts - Motivation - Importance, Nature, Process and theories of Motivation, Masslows Theory - Organisational climate - Factors, Planning, Environment, Morale and productivity process, Job satisfaction and productivity, Organisational culture-Practices in co-operatives.
- UNIT 5: Organisational Effectiveness and co-operation: Concept of effectiveness, Effectiveness Vs. Efficiency - perspective on Effectiveness, Approaches to Organisational Effectiveness, Goal optimisation, system approach, Behavioural approach and Managing time - applicability to co-operatives and impact of Govt. participation and interference in co-operatives.

BOOKS TO BE DISCUSSED:

1. John W. Newstrom and Keith Davis, Organisational Behaviour, Mc Graw Hill Book company.
2. Abraham K. Keran, Organisational Behaviour, Prentice Hall of India (P) Ltd.
3. V.S.P. Rao and P.S. Narayana, Organisational Theory and Behaviour, Konark Publication.
4. N.S. Gupta, Organisation theory and Behaviour, Himalayan Publishing House.
5. Hunsaker/Cook, Managing Organisational Behaviour, Addison Wesley, Publishing Company.
6. R.A. Sharma Organisational theory and Behaviour, Tata MC Graw Hill Publishing Company Ltd.