

**ELECTIVE COURSE III (B) – ORGANISATIONAL BEHAVIOUR**

**Credit Allotted: 4**

**Max. Marks: 75**

**OBJECTIVE**

To make the students understand the basics of individual behaviour and group behaviour of people at work and enable them to gain knowledge relating to overall development of the organisation

**UNIT I:**

Organisational Behaviour – Meaning – Characteristics – Disciplines contributing to OB – Relationship with other Social Sciences – Approaches to OB – Hawthorne Experiments.

**UNIT II:**

Perception: Process – Factors influencing perceptual selection and Distortion in Perception – Learning: Theories of Learning – Attitudes: Factors influencing formation of Attitude – OB Modification

**UNIT III:**

Personality: Theories of Personality – Determinants – Types - Emotional Intelligence – Features - Group Dynamics: Formal and Informal Groups – Group Cohesiveness – Stress Management: Causes and Effects of Stress – Coping strategies for stress

**UNIT IV:**

Leadership: Theories and styles – Motivation – Theories of Motivation – Communication – Conflict Management: Role Conflict – Goal Conflict and inter personal conflict

**UNIT V:**

Organisation change – Resistance to change and Overcoming resistance to change – Organisation Development – OD Process and Techniques – Organisation Culture – Factors influencing organisation culture – Organisational Effectiveness – Process and factors influencing organizational effectiveness.

**Books Recommended:**

1. Keith Davis - Organisational Behaviour and Human Behaviour at work

**Books for Reference:**

1. Fred Luthans - Organisational Behaviour
2. Keith Davis – Human Behaviour at work
3. L.M. Prasad – Organisational Behaviour – Sultan Chand & Sons
4. K. Aswathappa – Essentials of Organisational Behaviour
5. Stephan Robinson - Organisational Behaviour