

CORE COURSE IV - ORGANISATIONAL BEHAVIOUR

Objective: To familiarize the students with the behavioral patterns in various context in an organisation and to develop insight into ones own self and the functioning of others.

Contents:-

Unit-1

Organisational behavior: nature - scope - significance - importance - classification.
Organisational Goal - importance - individual goals - group goals.
Individual behavior: Personality - learning - attitudes - perception - motivation - job satisfaction.

Unit-2

Motivation - theories of motivation- frustration -conflict management - stress management.
Job satisfaction - theories - promoting job satisfaction - problems of absenteeism and employee turn over.

Unit-3

Leadership - concepts - theories - functions - models - factors influencing leader ship role – essentials of leader – styles. Supervision - basic principles – styles of supervision - patterns of supervision – role of trust & conflicts.

Unit-4

Decision making - process - types - influencing factors - management techniques.
Division of labour – principles. Group in organisation – formal & informal groups – Group dynamics – Inter personal relationships. Team Building – importance.

Unit-5

Organisational dynamics and change - types - sources - change process - behavioral sciences approach to OD - power and politics - control - organisational effectiveness - organisational climate - organisational culture.

References:

Fred Luthans: Organisational behavior., McGraw Hills., New York.
Robuins S.P.: Organisational behavior., Eaglewood Cliffs., New Jersey, Prentice Hall Inc.
Koreman: Organisational Behaviour at Work - Organisational behaviour., McGraw Hill publishing Co.,
Stephan M. Mitchwell: Health Care Management - A text book in organisation theory
George F.Wieland: Improving health care management, Organisational development and change.