

ORGANISATIONAL BEHAVIOR

Role of behavioral science in management: Differences between group and Individual behavior, personal theory.

The scientific study of human factors in industrial problems. Hawthorne studies and their importance to Industry.

Interview techniques – Methods used – limitations – merits and demerits.

Vocational guidance: Special vocational and psychological tests – Determinants of vocational aptitude. Directive and non directive guidance. – the importance of counselor.

Motivation – Maslow’s need hierarchy. Frustration conflict.

Group concept, structure formation and cohesiveness intergroup relation – group dynamics.

Psychology of incentives and innovations.

Employee and employer Relations – applications of psychology to industrial relations – The human problems of supervision.

Leadership styles – Functions.

Attitude – concept and formation – attitude change and behavior.

Job satisfaction – theories of job satisfaction – Measurement of job satisfaction.

REFERENCE:

1. Organizational Behavior – Stephen P. Robbins.
2. Organizational Behavior- Fred Luthans
3. Management & Organizational Behavior – Lwrie J. Mullins