

B.Com.: Semester-VI
DSE-5

BCR614: ORGANIZATIONAL BEHAVIOR

Teaching Scheme	Examination Scheme
Lectures: 3hrs/Week	Class Test –12Marks
Tutorials: 1 hr/Week	Teachers Assessment – 6Marks
Credits: 4	Attendance – 12 Marks
	End Semester Exam – 70 Marks

Course Objective:

Organizational Behaviour as a syllabus help to enable students to describe how people behave under different conditions and understand why people behave as they do; to provide the students to analyse specific strategic human resources demands for future action; to enable students to synthesize related information and evaluate options for the most logical and optimal solution such that they would be able to predict and control human behaviour and improve results.

Course Learning Outcomes

After completing the course, the student shall be able to:

- CO1: understand the role of individual a micro & macro level.
- CO2: understand the functioning of organization & its effects on individual behavior.
- CO3: apply various psychological variables.
- CO4: minimize dispute at all level.
- CO5: develop a sense of empathy.
- CO6: comprehend the nature, functioning and design of organizations as social collectives.

Unit I Introduction: Concept, nature, scope and importance of Organizational Behavior. Its interdisciplinary nature. Individual and group behavior. Emerging Challenges in OB.
Unit II Perception: Definition and importance of perception, Perceptual process. Attitude: Concept of Attitude, Attitude and behavior, attitude formation, factors determining attitude formation, Attitude measurement.
Unit III Motivation: Importance of Motivation. Theories of motivation – Maslow’s, Hertzberg’s, McClelland’s Expectancy theory Merits and demerits. Learning: Principles of learning. Factors in Human learning Theories of Learning.
Unit IV Inter-personal behaviour: Importance of inter-personal relationships in organisations. Transactional analysis and its applications in organizations, Johari Window.

Head
Department of Commerce
Faculty of Management
Invertis University, Bareilly (UP)

Registrar
Invertis University
Bareilly

Dean Academics
Faculty of Management
Invertis University, Bareilly (UP)

Group Dynamics & Group Cohesiveness: Concept of Groups & team. Types of Groups, Stages of Group Development, Group norms and roles, Leadership: concept of leadership, skills and styles and importance of leadership, Leadership theories, leader vs Boss, Indian leadership style and western leadership style in Business organization.

Unit V


Conflict and Change: Meaning and Process of conflict, causes, sources, consequences of conflict, conflict resolution strategies. Types of change, identification of the problem and implementation of change, resistance to change, overcoming resistance to change.

Organizational Effectiveness: Concept of organizational effectiveness, efficiency, effectiveness and productivity, approaches of organizational effectiveness, contributing factors of organizational effectiveness, Organizational development- concept and process.


Suggested Readings

- Organizational Behavior: Luthans Fred, Tata McGraw Hill, 10th ed.
- Organizational Behavior: Robbins Stephen P., Pearson Education, 13th ed.
- Human Behavior at Work: Davis Keith, McGraw Hill Publications, 12th edition.
- Organizational Behavior: Prasad L M, S Chand Publication 8th ed.
- Organizational Behavior: Ashwathappa K., Himalaya Publishing House, 8th ed.

Note: Latest edition of readings may be used.


Head
Department of Commerce
Faculty of Management
Invertis University, Bareilly (UP)

Registrar
Invertis University


Dean Academics
Faculty of Management
Invertis University, Bareilly (UP)