

BMC002	Organizational Behavior	3L:0T:0P	0 credits
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Module 1:

Introduction to organizational behavior – Definition of OB – various disciplines A contributing to OB – Hawthorne Experiment - Foundation of individual behavior – Need And importance of organizational behavior – Nature And Scope – Framework of organizational behavior
 Personality – Types – Factors Affecting Personality – Perception – Importance – Factors influencing Perception – Learning - Types of Learning Styles – The Learning Process

Module 2:

Organization structure, Formation, Groups in organizations, Influence, Group dynamics, Group decision making techniques, Team building, Communication, Control, Johari Window
 Leadership styles, Behavioral Theories, Fiedler model, LMX theory and Path Goal theory, Leaders vs Managers, Sources of power, Power centers, Power and Politics.

Module 3:

Organizational culture and climate, Factors affecting organizational climate, Importance, Job satisfaction, Determinants, Measurements, Influence on behavior, Stress, Work Stressors, Prevention and Management of stress, Balancing work and Life, Kurt Lewin’s– three step model, methods for implementing organizational change.

Text/Reference Books:

1. Stephen Robbins, Organisational Behavior, Prentice Hall of India
2. Udai Pareek, Understanding Organisational Behavior, Oxford University Press
3. L.M.Prasad, Organisational Behavior, Sultan Chand & Sons
4. Fred Luthans, Organisational Behavior, McGraw Hill Book Co.



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