

**INSTRUCTION DIVISION
FIRST SEMESTER 2008-2009
COURSE HANDOUT (PART II)**

In addition to Part-I (general handout for all courses appended to this time table) this portion gives further details pertaining to the course.

Course No. : **MBA C411**
Course Title : **Organizational Behavior**

1. Scope and Objective of the course:

- *To provide an understanding of human behavior in organizations by exploring concepts associated with managing organizations and the behavior of the individuals and groups within the organizational setting.*
- *To understand the role of cognitive, behavioral, and emotional factors, organizational processes, identify methods that can improve the behavior, attitudes, and effectiveness of organizational members, with emphasis on decision making and change management.*
- *To gain an insight into application of Organizational Behavior theory and concepts through case studies, assignments and exercises.*

2. Course Content:

The course content includes -Concepts of organizational behavior at the level of:-

- *The Individual – foundations of individual behavior, values, attitudes, job satisfaction, personality and emotions, perception, motivation and its application;*
- *The Group – foundations of group behavior, work teams, leadership, power and politics, conflict and negotiation;*
- *The Organization system – foundations of organization, work design and technology, human resource policies and practices and organizational culture; organizational dynamics – organizational change and stress management.*

3. Text Books:

T1. Stephen P. Robbins., Timothy A. Judge & Seema Sanghi, Organizational Behavior, Pearson Education, 12th Edition, 2005.

4. Reference Books:

R1. McShane, Steven L. & Von Glinow, Mary Ann. Organizational Behavior, Tata McGraw-Hill Edition 2003

R2. Pareek Udai. Understanding Organizational Behaviour, Oxford University Press, 2004

JOURNALS: - Journal of Academy of Management, Harvard Business Review, Vikalpa, IIMB Review, Decision Science

Sl. No	Chapter Title	Learning Objectives	Reference.	LH
1	Introduction to OB Foundations of Individual behavior	Meaning, concepts challenges & OB model Individual abilities difference & learning theories	T1,Ch-1 T1, Ch-2	2
2	Values ,Attitudes & Job Satisfaction	Job Satisfaction & Commitment	T1, Ch-3	2
3	Personality & Emotions	Personality & Behavior Emotional intelligence	T1, Ch-4	2
4	Perception	Perception & Attribution	T1, Ch-5	2
5	Decision Making	Behavioral Decision making, participative decision making	T1, Ch-5	3
6	Basic Motivation	Theories of motivation	T1, Ch-6	3

	Concepts			
7	Motivation Concepts and application	Goal setting, pay plans, Benefits	T1, Ch-7	2
8	Foundations of Group Behavior	Group structure, process, development decision making	T1, Ch-8	2
9	Understanding Work Teams	Effective team, Managing Team	T1, Ch-9	2
10	Communication	Processes & Issues	T1, Ch-10	3
11	Leadership	Theories & Issues	T1, Ch-11	4
12	Power & Politics	Bases of Power, Tactics	T1, Ch-13	2
13	Conflict and Negotiation	Types of Conflict, negotiation process and issues	T1, Ch-14	1
14	Organization Structure	Organizational Design	T1, Ch-15	2
15	Organization culture	Nature & Dynamics	T1, Ch-16	2
16	Organization change	Managing change	T1, Ch-18	5
17	Stress Management	Stress, its consequences and management	T1, Ch-18	1

5. Course Plan: Total Lectures 40