

Programme : Master of Commerce [M.Com]
 Course Code : COM-503
 Course Title : Organizational Behaviour
 Number of Credits : 4
 Effective from AY : 2022 – 2023

Pre-requisites for the Course:

NIL

Objectives of the Course:

1. The course teaches students about individual and group behavior in an organization.
2. It also provides ways to deal with the different levels of conflict and manage it. In this competitive world where there is a big race among individuals, understanding oneself and others can help to gain an advantage.
3. Human behavior is unpredictable, so understanding of causes and effects of the behavior is an essential area for individual who interacts in the community and society

Course Content

Unit 1	: Organizational Behaviour – Understanding Self	15 Hours
Organizational Behaviour – Organisational Multidiscipline – Different Model of Men (Economic, Social, Organization, Self-Actualization, Complex, Impulsive and Compulsive) – Individual Behaviour is studied through – Perception – Personality –Values– Attitudes– Motivation – Learning.		
Unit 2	: Conflict Management and Stress Management	15 Hours
Conflict Management –Define Conflict–Conflict, and Competition–Changing Views of Conflict–Traditional and Current views of Conflict –Nature of Conflict – Levels of Conflict – Sources of Conflict – Functional and Dysfunctional Conflict – Effects of Conflict –A Model of Conflict –Assertive Behaviour – Interpersonal Orientation – Facilitating Smooth Relations.		
Stress Management –Concept – Extreme Products of Stress – Causes and Symptoms of Stress – Job-Related Causes of Stress – Frustration – Stress and Job Performance – Stress and Employee Health –Stress Vulnerability –Approaches to Stress Management.		
Unit 3	Group Behaviour and Power and Organisational Politics	15 Hours
Group Behaviour – Group Dynamics – Definition – Properties of Group –Types of Groups– Formal and Informal Groups – Comparison between Formal and Informal Organisation – Nature and Effect of Informal Groups–Benefits of Informal Groups –Formation of Informal Leader – Identifying and Rewarding Informal Leaders – Key Roles of Informal Leader - Difference between Task Leadership Roles and Social Leadership Roles –Multiple Informal Leaders.		
Power and Organisational Politics –Meaning of Power – Dependency in Power Relationship Sources of Power– Legitimate – Reward – Coercive –Expert –Referent – Organisational Politics – Influence and Political Power.		
Unit 4	Counselling and Change Management	15 Hours
Counseling – Meaning – Characteristics of Counselling – Managers Counselling role – Need for Counselling – Types of Counselling – Directive– Non-Directive – Participative – A Contingent view.		
Change Management –Nature of Change – Responses to Change – Cost and Benefits of Change –Resistance to Change – Nature and Effect –Reasons for Resistance – Types of Resistance – Possible Benefits of Resistance – Implementing Change – Transformational		

Leadership and Change –Elements of Transformational Leadership –Three-stage Model of change Process –Building Support for Change.

Pedagogy:

The following methods and forms of study are used in the course

- The methodology used in the class will combine lectures, applications, and case discussions.
- Lectures will address the assigned reading materials. The required readings, lecture notes, and the assigned home works and cases are intended to support learning objectives and will prepare the students adequately for the examinations.
- In addition to the lectures, review sessions will be scheduled to address assignments, end-of-chapter questions, and, on occasion, assigned cases.

Reference / Readings:

1. Aswathappa K., '*Organisational Behaviour*,' Himalaya Publishing House, NewDelhi, 12th Edition, 2016.
2. Fred Luthans, Brett C. Luthans and yle W. Luthans; **Organizational Behavior: An Evidence-Based Approach**', Information Age Publishing, India, 14th Edition 2020.
3. Fred Luthans, **Organizational Behavior: An Evidence-Based Approach**', McGraw Hill Education, India, 12th Edition 2017.
4. Gene Burton & Manab Thakur, '*Management Today-Principles Practice*,' Tata McGraw Hill Public Company Ltd., New Delhi, 1st Edition, 2002.
5. Heinz Weihrich and Harold Koontz, *Management - A Global Perspective*, Tata McGraw- Hill Publishing Company Limited, 10th Edition, 1992.
6. James A.F. Stoner, R. Edward Freedom, and Daniel R. Gilbert - '*Management*,' Prentice Hill Inc., NewJersey, 6th Edition, 2018.
7. JitS.Chandan, '*Organisational Behaviour*,' Vikas Publishing House, NewDelhi, 3rd Edition, 2005.
8. John W. Newstrom, *Organisational Behaviour*, Tata McGraw- Hill Publishing Company Limited, 12th Edition, 2017.

Online Resources:

Online E-Books:

1. Essentials of Organizational Behaviour by Stephen P. Robbins & Timothy A. Judge & Katherine Breward
<https://www.pdfdrive.com/essentials-of-organizational-behaviour-e176364014.html>
2. Organizational behaviour by David A. Buchanan & Andrzej A. Huczynski
<https://www.pdfdrive.com/organizational-behaviour-9th-edition-e185313171.html>
3. Organizational Behavior by Champoux, Joseph E.
<https://www.pdfdrive.com/organizational-behavior-e39632799.html>
4. Handbook of Principles of Organizational Behavior by Edwin Locke
<https://www.pdfdrive.com/handbook-of-principles-of-organizational-behaviore33456714.html>
5. Organizational Behavior by Stephen Robbins
<https://www.pdfdrive.com/organizational-behavior-stephen-robbins-e18717987.html>
6. Organizational Behaviour by V.G. Kondalkar
<https://www.pdfdrive.com/organizational-behaviour-e33408492.html>

Website Links:

1. <https://www.businessmanagementideas.com/notes/management-notes/organizational-behaviournotes/12614>