



**HUMAN RESOURCE MANAGEMENT
ORGANIZATIONAL BEHAVIOUR
[DSE]**

Sem III	Credits: 3+1	BB32105C	48
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At the end of the course, the learner will be able to,

- Relate to the concepts, models and frameworks in the field of Organisational Behaviour.
- Identify the behaviour of individuals and groups in organizations and the key factors that influence Organisational Behaviour.
- Identify the approaches to line-up individual, groups & managerial behaviour in order to achieve organisational goals.
- Recognize the significance of the culture of an organization and the importance of developing good leaders with better teams.
- Analyze the impact of Conflict Management and Collaboration on Organisational Performance.

UNIT I : Introduction to Organizational Behaviour

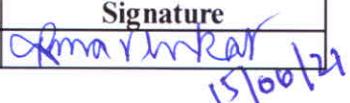
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- Organizational Behaviour:
 - Definition, Concept and Importance
 - Scope of Organizational Behavior
 - Models of Organizational Behavior
 - Goals of Organizational Behavior
 - Fundamentals of Organizational Behavior
- Disciplines Contributing to Organisational Behaviour
- Challenges and Opportunities to Organisational Behaviour
- Ethics in Organisational Behaviour- Concept and Case Study

UNIT II: Individual Determinants of Organisational Behaviour

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- Individual Behaviour
 - Influencing factors- Personal, Psychological, Organisational System & Resources & Environmental Factors.
- Value & Attitude
 - Values – Concept and Types
 - Attitude- Concept, Determinants, ABC Model,
 - Nature of Employee Attitude/ Work Related Attitude
- Personality
 - Meaning, Definition,
 - Key Determinants of Personality,
 - Types of Personality
 - Big Five Theory
 - Locus of Control
- Perception
 - Meaning and Introduction

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- Factors influencing Perception
- Perceptual Process

UNIT III: Group Interaction & Organisational Behaviour

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- Group Dynamics
 - Meaning, Definition, and Characteristics of a Group
 - Types of Groups
 - Reasons for forming Groups,
 - Theories of Group Formation,
 - Stages in Group Development, Group Behaviour, Group Cohesiveness
 - Group Decision Making Process
- Effective Work Teams
 - Meaning, Nature and Importance
 - Characteristics of Effective Teams,
 - Team Building – concept and steps in team building
 - Need for team building in Organisations
 - Team Development , Team Roles, Team Effectiveness

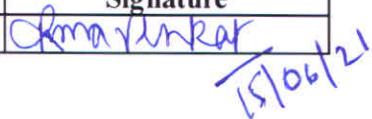
UNIT IV: Dynamics of Organisational Behaviour

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- Stress and Counseling
 - Concept - meaning and Significance
 - Work Stressors /Sources of Stress
 - Functional and Dysfunctional Stress
 - Prevention and Management of stress
 - Employee Counseling
 - Concept and Significance
 - Need and benefits
 - Manager's Counseling Role
- Conflict Management
 - Conflict - Meaning, Definition,
 - Traditional & Modern View of Conflict,
 - Organisational Performance & Conflict,
 - Sources of Conflict
 - Conflict Management- Competing, Collaborating, Compromising, Avoiding, Accommodating.
- Developing Collaboration
 - Concept and Introduction
 - Functions of Collaboration
 - Basis of Collaboration
 - Interventions to build Collaboration in Organisation
 - Academia –Industry Collaboration

12 hours for Library work, practical or field work or research purposes

Recommended Text Books:

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- Sushma Khanna, *Understanding Organisational Behaviour*, Oxford University Press, New Delhi 2017
- L.M.Prasad, *Organisational Behaviour*, Sultan Chand & sons New Delhi
- Dr Anjali Ghanekar, *Organisational Behaviour -Concepts and Cases*, Pune, Everest Publishing House, 2013.
- K. Ashwathapa, *Organisational Behaviour* Himalaya Publishing House, Mumbai, Seventh Edition 2020
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Recommended Books

- Stephen P. Robins, Timothy Judge, Niharika Vohra- *Organisational Behavior*, PHI Learning / Pearson Education, 18th edition, 2019
- Luthans Fred, *Organisational Behaviour*, New Delhi, Mc Graw Hill International Editions, 2013.
- Newstrom J. W. ,*Human Behavior at Work* By, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition ,2007
- Davis, Keith, *Human Behaviour at Work*, 6th Ed, New Delhi, Tata Mc-Graw Hill Publishing Co., 1993.

E- Resources

1. <https://nlist.inflibnet.ac.in/>
2. <https://search.ebscohost.com/>

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Faculty	Mrs. Kajal Jaisinghani	<i>Kajal Jaisinghani</i> 15/06/21	
Faculty	Ms. Abhradita Chatterjee Nahvi	<i>Abhradita Nahvi</i> 15/06/21	<i>Abhradita Nahvi</i> 15/06/21
Subject Expert (Outside SPPU)	Mr. Abhijeet Chavan	<i>Abhijeet Chavan</i> 15/06/21	
Subject Expert (Outside SPPU)	Dr. Sabiha Fazalbhoy	<i>Sabiha Fazalbhoy</i> 15/06/21	
VC Nominee	Dr. Varsha Deshpande	<i>Varsha Deshpande</i> 15/06/21	
Industry Expert	Mr. Sitesh Thadhani	<i>Sitesh Thadhani</i> 15/06/21	
Alumni	Ms. Devi Krishna		<i>Devi Krishna</i> 15/06/21

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