

ORGANISATIONAL BEHAVIOUR

Semester I

Subject Code: BC21503

Lectures : 48

OBJECTIVES: This syllabus is designed to equip students

- Provide valuable inputs for understanding, reasoning, predicting and controlling human behaviour.
- Various theories and topics have been covered to relate the subject to real-world problems and issues.

Unit 1: Fundamentals of Organizational Behaviour**No. of
Lects. 06**

- Definition, Nature, Scope, and Goals of Organizational Behavior 02
- Fundamental Concepts of Organizational Behavior 02
- Models of Organizational Behavior 02

Unit 2: Attitude Values and Motivation**No. of
Lects.08**

- Effects of employee attitudes, Personal and Organizational Values 02
- Nature and Importance of Motivation, Motivation Process - Motivation Model 02
- Theories of Work Motivation – Maslow's Need Hierarchy Theory, Mc Gregor Theory X and Theory Y, Herzberg's Two factor theory 04

Members Present :

- 1) Dr.Sanjay Kaptan- H.O.D Commerce -S P Pune University , Pune
- 2) Dr. Varsha Deshpande- Faculty, BMCC College, Pune
- 3) Dr. Vasudha Joshi - Faculty, Ness Wadia College of Commerce, Pune
- 4) Ms. Sushma Joshi - Industrial Expert, Symantec, Pune
- 5) Ms. Neha Mirwani- Alumni, St. Mira's College for Girls, Pune
- 6) Dr. Rama Venkatachalam - St. Mira's College for Girls, Pune
- 7) Ms. Abhradita Chatterjee Nahvi- St. Mira's College for Girls, Pune
- 8) Ms. Kubra Wafai- St. Mira's College for Girls, Pune

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Dr. Sanjay Kaptan 24/4/15
 Dr. Varsha Deshpande 24/4/15
 Dr. Vasudha Joshi 24/4/15
 Ms. Sushma Joshi 24/4/15
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Unit 3: Personality and Stress

**No. of
Lects.16**

- Definition of Personality, Determinants of Personality 02
- Theories of Personality – Trait theory : The Big Five Model, Self Theory – Locus Of Control, Type Theory – Myers-Briggs Type personality 05
- Meaning and definition of Stress, Sources of Stress: Individual Level, Organisational Level, 04
- Causes of stress in organization 02
- Effect of Stress – Physiological Effect, Psychological Effect, Behavioral Impact 03

Unit 4: Conflict Management

**No. of
Lects.8**

- Concept of Conflict, Process of Conflict 04
- Types of Conflict, Intrapersonal, Interpersonal, Intergroup, Organizational, Johari Window, Transactional Analysis, Effects of Conflict, Conflict Management Strategies. 04

Unit 5: Emerging Aspects of OB

**No. of
Lects10**

- Managing Global Workforce- Introduction 02
 - Barriers to Cultural Adaption 02
 - Diversity and Inclusion/ Orientation 02
 - Cultural Intelligence 02
 - Cross Culture Communication 02

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Abhradita 24/4/15

Kubra 24/4/15



Reference Books:

- 1) **Organizational Behavior Human Behavior at Work By J. W. Newstrom, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition (2007)**
- 2) **Organisational Behaviour by Anjali Ghanekar, 17th Edition**
- 3) **Organizational Behavior Text, Cases and Games- By K. Aswathappa, Himalaya Publishing House, Mumbai, Sixth Edition (2005)**
- 4) **Organizational Behavior Human Behavior at Work By J. W. Newstrom, Tata McGraw Hill, Publishing Company Limited, New Delhi, 12th Edition (2007)**
- 5) **Organizational Behavior - By Fred Luthans - McGRAW – HILL**
- 6) **Organizational Behavior - By Super Robbins**
- 7) **Organizational Behavior - Anjali Ghanekar - Everest Publishing House**
- 8) **Organizational Behavior Fundamentals, Realities and Challenges By Detra Nelson, James Campbell Quick Thomson Publications**
- 9) **Organizational Behavior through Indian Philosophy By M.N. Mishra, Himalaya Publication House**
- 10) **Organizational Behavior - Stephen P. Robbins, Timothy A. Judge, Seema Sanghi – Pearson**

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