

ORGANIZATIONAL BEHAVIOUR – I

[MB – 104]

Credits : 4

Module – I

1. OB – Overview – Meaning of OB, Importance of OB, Field of OB, Contributing Disciplines, Applications in Industry. [2L]
2. Organization Theory – Classical Theories : Scientific Management, Administrative Principles, Theory of Bureaucracy; Human Relations Approach; Modern Theories : Systems Approach, Contingency Approach, Quantitative Approach, Behavioural Approach [10L]
3. Work Motivation – Approaches to Work Motivation, Theories of Motivation – Maslow’s Hierarchy of Need Theory, Alderfer’s ERG Theory, Herzberg’s Motivation-Hygiene Theory, McClelland’s Achievement – Motivation Theory, McGregor’s Theory X & Y, Vroom’s Expectancy Theory, Porter and Lawler Expectancy Model. [8L]

Module – II

4. Personality and Individual Differences – Meaning of Personality, Determinants of Personality, Theories of Personality, Measurement of Personality, Development of Personality. [6L]
5. The Process of Perception – Process and Principles, Nature and Importance, Factors Influencing Perception, Perceptual Selectivity, Making Judgements, Social Perception. [4L]
6. Learning – Concepts and Principles, Theories of Learning, Types, Techniques of Administration, Reinforcement, Punishment, Learning about Self. [4L]
7. Attitudes and Job Satisfaction – Sources of Attitudes, Types of Attitudes, Attitudes and Consistency, Cognitive Dissonance Theory, Attitude Surveys. [4L]
8. Work Stress – Understanding Stress, Potential Sources of Stress, Consequences of Stress, Managing Stress. [2L]

Readings

Daft, R.L. : Organisational Theory and Design, Thomson
Fincham, R & Rhodes, P. : Principles of Organizational Behaviour, OUP
Hellriegel, D. Slocum Jr JW. , Woodman RW : Organizational Behaviour, Thomson
Luthans, Fred : Organizational Behaviour, McGraw Hill
Newstrom J. W. & Davis K. : Organizational Behaviour, McGraw Hill.
Robbins, S. P., Judge, T.A. & Sanghi, S. : Organizational Behaviour, Pearson
Shukla, Madhukar : Understanding Organizations – Organizational Theory & Practice in India, Prentice Hall