

## **Organizational Behaviour (GE7P084)**

**Unit 1:** Understanding & Definition of Organization and Organizational Behavior (OB), Evolution of OB as a discipline, Contribution from other disciplines, , Emerging issues in OB. [Personality: Definition and Determinants Personality, Approaches to understanding of Personality.

**Unit 2:** Learning: Meaning and Definition of Learning, Learning Process, Factors affecting Learning, Learning, Theories, Attitudes & Values, Perception.

**Unit 3:** Motivation: Meaning, Definition, Features, Importance & Factors of Motivation, Theories – (Maslow, Alderfer, Herzberg, Mc Clelland, Porter & Lawler, Vroom), Implications on Employees. Stress: Concept – Individual & Group Stress – Coping with Stress, Strategies to Overcome Stress.

**Unit 4:** Group Dynamics: Meaning, Definition, Types & Functions of Groups, Stages of Group Formation, Group Processes, Group Norms, Group Roles, Group Cohesiveness, Group Size, Threats to Group Effectiveness, Evolution of Groups into Teams, Team Building.

**Unit 5:** Leadership- Meaning & Definition of Leadership, Qualities of a Good Leader, Trait Perspective of Leadership, Leadership Theories and Styles, Organizational Change- Meaning & Importance of Change, Resistance to Change, Overcoming Resistance to Change.

### **Books:**

1. S. P. Robbins: Essentials of Organizational Behaviour, Prentice Hall.
2. Mehta Anil & Bhumija Chauhan,: Organizational Behaviour, RBD Jaipur.
3. Aswathappa, K: Organizational Behaviour (Text, Cases and Games), Bangalore: Himalaya Publication.
4. Prasad L. M. Organizational Behaviour: S. Chand & Sons, Delhi.