

**JYOTI NIVAS COLLEGE AUTONOMOUS  
SYLLABUS FOR 2018 BATCH AND THEREAFTER**

**Programme: Integrated B.Com M.Com**

**Semester: II**

**ORGANISATIONAL BEHAVIOUR**

**Course Code: 19IC201**

**No. of Hours: 60**

**COURSE OBJECTIVES:**

- To make the students understand the organizational set-up and the process of human behavior.
- To expose the students to an individual, intra group and inter group behaviour of the work force in a formal set up.
- To make the students understand the business transformation and effective utilization of human resources.

**LEARNING OUTCOMES:**

- Enables students to perceive the working atmosphere in an organization.
- Enables student to deal with different personalities and the conflicts that they have.
- Enables students to understand the working conditions of MNC's.

**UNIT 1:Introduction:**

**10 HRS**

Organisational Behaviour, meaning and significance, need for the study of Organisational Behaviour, scope and application in Management, contributions of other disciplines, emergence of Organisational Behaviour as a new discipline, challenges facing Management, emerging Organisations.

**UNIT 2: Personality:**

**08 HRS**

Determinants of Personality – biological factors, family and social factors, personality attributes influencing Organisational Behaviour.

**Conflict:** Levels of conflict - intra individual, inter individual and group conflict (in brief). Managerial implication of conflict. Conflict resolving methods.

**UNIT 3:Attitude:**

**08 HRS**

meaning, characteristics, components, nature of employee attitude – job satisfaction, job involvement, organisational commitment and work moods. Effects of employee attitude – employee performance, turnover, absence, tardiness, theft, violence and other effects. Changing employee attitude, barriers to changing attitudes, and ways of overcoming the barriers.

**UNIT 4:Perception:**

**08 HRS**

meaning, need, definition. Perceptual mechanism, elements in perceptual mechanism. Factors influencing perceptions - perceived perceiver and situation. Perception and Organisational Behaviour

**UNIT 5: Learning: 08 HRS**

meaning, definition, objectives of learning. O.B. Mod. (Organisational Behaviour Modification) – meaning, steps. Law of effect, alternative consequences – schedules of reinforcement, application of O.B. Mod., organisational reward system.

**UNIT 6: Group Dynamics: 08 HRS**

meaning, need and definition of groups, group dynamics, group life cycle, types of groups, functions of small groups, group norm, group size, huddling, group think, group cohesiveness and social loafing. Managerial implication of group dynamics.

**UNIT 7 : 10 HRS**

**Emerging aspects of Organisational Behaviour:** Organisational Behaviour across cultures.

- ❖ Conditions affecting multinational operations: social conditions, legal and ethical conditions, political conditions, economic conditions and individual differences.
- ❖ Managing an International workforce: Barriers to cultural adaptation, overcoming barriers to cultural adaptation, cross cultural managers.

**SKILL DEVELOPMENT**

- To find out the attitude of workers in different organisations.
- To study the cross cultural environment in the organisation.
- To understand the levels of conflict in the organisational setup.
- To list the determinants of personality.
- To understand the factors influencing perception.

**REFERENCES:**

1. Shashi K. Gupta & Rosy Joshi, Organisational Behaviour, Kalyani Publishers, 2007, Second revised edition
2. K. Aswathappa, Organisational Behaviour, Himalaya Publishing House, 2004, 5<sup>th</sup> revised Edition.
3. K. Aswathappa & K. Sudarsana Reddy, Organisational Behaviour, Himalaya Publishing House, 2008, 2<sup>nd</sup> Edition
4. Stephen P. Robbins, Organisational Behaviour, Prentice-Hall of India Pvt. Ltd., 2005, 11<sup>th</sup> Edition.
5. Fred Luthans, Organisational Behaviour, McGraw Hill International Edition, 2005, 10<sup>th</sup> Edition.
6. John w Newstrom & Keith Davis, Organisational Behaviour, Tata McGraw Hill Education, 2002, 11<sup>th</sup> Edition.

7. P. SubbaRao, Organisational Behaviour, Himalaya Publishing House, 2010, 1<sup>st</sup> Edition.

**Journal:**

1. The Icfai University Journal of Organisational Behaviour, TheIcfai University Press.  
[www.iupindia.org](http://www.iupindia.org)