

Organisational Behaviour

Course Code: CUSCOM101CR

Max Marks: 100

M.Com : 1st Semester

Continuous Internal Assessment: 20

Course Type: Core

Module - I

Organizational Behaviour: Introduction, Contributing disciplines to OB, Evolution of OB; Challenges & Opportunities to OB. Perception: Process & errors, Improving perceptions. Personality: Theories of Personality, Determinants of Personality.

Module - II

Attitudes & Job Satisfaction: Measuring Job Satisfaction; Theories of Job Satisfaction; Determinants and Consequences of Job Satisfaction; Motivation: Concept & Theories of Motivation; Learning, Theories & Principles of Learning, Contingencies & Schedules of Reinforcement; Stress Management, Concept of stress, Sources & Effects of stress on humans; Management of Stress. Concept of Group Dynamics and Teams, Theories of Group Formation, Team Development.

Module - III

Conflict Management: Sources & Types of Conflict, Traditional & Modern view of conflict, Dynamics of Conflict, Conflict Management Styles. Leadership Styles, Models and Theories of Leadership; Organizational culture: Elements of Organizational Culture, Hofstede's culture typology.

Module - IV

Elements of Organizational Structure, Traditional & Modern Organizational Design; Power & Politics: Sources & Consequences of Power, Organizational Politics, Types of Political Activity, Controlling Political Behaviour, Management of Change, Forces responsible for change, Resistance to change, Overcoming resistance to change.

Suggested Readings

1. Steven McShane & Van Glinar, *Organizational Behaviour*, Tata McGraw Hill Publishing Co 2010
2. Stephen Robbins, *Organizational Behaviour*, Prentice Hall India Pvt. Ltd New Delhi. 2010
3. Fred Luthans, *Organizational Behaviour*, McGraw Hill Book Company 2011

4. Kavita Sharma, *Organizational Behaviour*, Pearson India 2010,
5. Ricky Griffin & Georgy Moorehead, *Organizational Behaviour*, Hongh Co. Boston 2011 Robbins, SP, and Judge, *Essentials of Organizational Behaviour*, Pearson 2012
6. Uma Sekaran, *Organizational Behaviour: Text & Cases*, The McGraw Hill. New Delhi. 2nd Edition. 2010.
7. Mirza S Saiyadain, *Organizational Behaviour (Edited)*, The McGraw Hill. New Delhi, 2008.

Journals: Journals: Harvard Business Review, HBS, UK , Indian management, IMA, New Delhi and Vikalpa, IIM Ahmadabad
