

GUJARAT UNIVERSITY
K.S.SCHOOL OF BUSINESS MANAGEMENT
[Five Years (Full Time) M.B.A. Integrated Degree Course]
FOURTH Year M.B.A. (SEM-VII)
KS_M_473
ORGANISATIONAL BEHAVIOUR

3 credit course

Objectives:

The aim of the course in Organizational Behavior course is to develop an understanding of behavior in Organizations, in its entirety. It ranges from the behavior of the individual (intra-personal), behavior of individuals when in groups i.e. group and inter personal behavior, and the structure and process of the Organization, with the organization as whole being unit of analysis.

MODULE: 1 INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR

(20%)

What is Organizational Behaviour?

- Importance of interpersonal skills
- Management Functions, Roles and skills
- Complementing Intuition with Systematic study
- Disciplines contributing to the field of OB
- Developing an OB Model

Diversity in Organizations

- Diversity
- Biographical characteristics
- Ability
- Diversity management strategies

Learning – Concept and Theories

- Classical Conditioning theory
- Operant Conditioning and Reinforcement
- Social Learning Theory

MODULE: 2 FOUNDATIONS OF INDIVIDUAL

(20%)

Attitudes

- Attitudes
- Behaviour and attitudes
- Major job attitudes

Emotions and Moods

- Emotions and Moods
- Emotional labour
- Affective Events Theory
- Emotional Intelligence

- OB applications of emotions and moods

Personality and Values

- Personality- The MBTI, The Big Five Model and other traits affecting Personality
- Values
- Linking Personality and values to the workplace
- International Values
- Johari Window

Perception

- Perception and factors affecting perception
- Making judgments about others
- Perception and individual decision making
- Decision making in organizations
- Influences on decision making
- Ethics in decision making

MODULE: 3 FOUNDATIONS OF GROUP

(20%)

Group Behaviour

- Defining and Classifying Groups
- Stages of group development
- Group Properties
- Group Decision Making

Power and Politics

- Leadership and Power
- Bases of Power
- Dependence
- Power Tactics
- Organizational politics
- Factors contributing to political behavior and its responses
- Impression management
- Ethics of political behaviour

MODULE: 4 MOTIVATION, LEADERSHIP AND CONFLICTS

(20%)

Motivation – From concepts to Applications

- Job Design
- Employee involvement
- Rewards

Leadership

- Leadership
- Trait theories, Behavioural theories, Contingency and Situational theories
- Charismatic and Transformational theory
- Servant Leadership
- Trust and Leadership

Conflict and Negotiation

- Transitions in Conflict thought
- The conflict process
- Negotiation

MODULE: 5 ISSUES IN ORGANIZATIONS

(20%)

Organizational Culture

- Organizational Culture
- Functions and Liabilities
- Creating, Sustaining and Learning Culture

Transactional Analysis

- Transactions and Ego states
- Game Analysis
- Life Positions

No. of lectures in semester: Approximately 40 to 45 hours

Assignment: Minimum 3 Assignments

Reference Books:

- Organisational Behaviour by Stephen Robbins, Timothy Judge and Neharika Vohra
- Organisational Behaviour by K.Aswathappa (Himalaya Publishing House)
- Organisational Behaviour by Dipak Kumar Bhattacharya (Oxford University Press)
- Understanding Organisational Behaviour by Udai Pareek (Oxford University Press)
- Organisational Behaviour by John Newstrom and Keith Davis (Tata McGraw-Hill)
- Organisational Behaviour by Chitale, Mohanty and Dubey (PHI Learning)