

ORGANISATIONAL BEHAVIOUR



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I YEAR – I SEMESTER

COURSE CODE: 7MBA1C4

CORE COURSE – IV – ORGANISATIONAL BEHAVIOUR

Unit I

Organisational behaviour – Definition and historical overview of the field – Elton Mayo and the Hawthorne Studies. Disciplines That Contribute to the Organisational Behaviour Field: Psychology, Social Psychology, Sociology and Anthropology. Challenges and opportunities for Organisational Behaviour.

Unit II

Individual Behaviour – Personality – determinants of personality, theories of personality and Measuring Personality. Perception ? perceptual process, selective perception and social perception. Learning – theories of learning – reinforcement and punishment.

Unit III

Attitudes – Nature and components of attitudes, functions of attitudes and changing attitudes. Motivation ? content and process theories of work motivation.

Unit IV

Group Behaviour – Dynamics of group formation – types of groups – reasons for group formation. Leadership – Leadership styles – Difference between a leader and manager. Stress – definition, causes of stress, managing stress.

Unit V

Organisational Change – Types of change, process of change, resistance to change and overcoming resistance to change. Organisational Development – OD interventions. Organisational Culture.

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