

ORGANIZATIONAL BEHAVIOR



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ORGANIZATIONAL BEHAVIOR

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Definition of organizational behavior: Concept- Importance-Theoretical Approaches Cognitive Approach-Behavioral Approach, Social Learning Approach, - Challenges and opportunities for organization behavior, International Organizational Behavior: Conditions affecting Multinational Operations-How culture influences International OB- Managing Global workforce.

UNIT: II

Individual in the organization: Individual - nature of man - Models of man, Personality: Stages of development of personality - Determinants of Personality, Other personality attributes that influence OB. Perception - Factors influencing perception, Perceptual Selectivity. Motivation theories.

UNIT: III

Groups in organization: Nature of Groups, types of groups, stages of group development, group structure. Group Cohesiveness. Teams: Understanding work teams - Types of teams-Essential for building effective teams..Conflicts - Types and sources of Conflicts - Strategies for resolution of Conflicts in Groups-.Meaning of Grievances, Grievance Handling Process.

UNIT: IV

Group Dynamics: Communication- Hindrances in achieving effective communication. Decision making: Nature-types and techniques of decision making. Leadership theories. Basis of power- Organizational Culture: Concept- types-Implications of organizational Culture.

UNIT: V

Organizational Change: Resistance to change - Introducing change in large organizations - Organizational stress- Factors contribute to Stress- Coping strategies- Stress and performance.

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