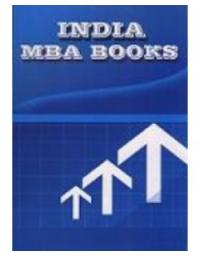
# HR101 UNDERSTANDING ORGANIZATIONAL BEHAVIOUR



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Course Contents/Syllabus: Weightage (%) Module I Understanding Human Behavior 10% Descriptors/Topics The concept, Nature and Significance of Human Behavior, Factors effecting Human Behavior, Levels of Human Behavior; Disciplines contributing to OB. Industry Input : None Module II Individual Behavior 20% Descriptors/Topics Individual Differences; Personality and Theories of Personality; Perception; Learning and **Behavior** reinforcement, values. Industry Input: Types of Mis-behaviors and Management Intervention, Theories of Emotions, Emotional Intelligence - Theories. Module III Motivation & Attitude 25% Descriptors/Topics Concept, Significance and Theories of Motivation, Motivation and Behavior, Motivation at Work, Attitudes, Meaning and nature, Formation and change attitudes, Job related attitudes. Industry Input : None Module IV Interpersonal Behaviour, Power & Politics 25% Descriptors/Topics Interpersonal Dimensions of Behavior; Transactional Analysis Implications of TA, Emotional Intelligence- Meaning, importance and application in organization, Power: Concept, determinants, types; Organizational Politics: Tactics, Impression Management. Industry Input : None Module V Group Behaviour –Leadership, Change and Conflicts 20% **Descriptors/Topics** Group Behaviour; Types, Functions, Determinants of Group Behavior, Inter Group Problems, Leadership: Nature and Significance of Leadership, Leadership styles Trait Theory, **Behavioral** Theory, Managerial Grid.Organizational conflict, Nature and types of conflict, Management of organizational conflict, Approaches to conflict management, Organizational culture, Learning and maintaining organizational culture, Organizational change, Planned change, Resistance to change,

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