ST. JOSEPH’S COLLEGE FOR WOMEN (AUTONOMOUS) VISAKHAPATNAM

III SEMESTER **PSYCHOLOGY**  TIME:4HRS

OFF-Mi1-3401(4) **ORGANIZATIONAL BEHAVIOUR**  Marks:100

w.e.f:2024 – 2025(24AL) Admitted batch **SYLLABUS**

**COURSE OBJECTIVES:**

1. To understand individual and group behaviour at work place so as to improve the effectiveness of an organization.
2. To understand different types of personality and learning styles and the factors affecting them.
3. To understand different types of motivation.
4. To inculcate leadership abilities and understand the application of different leadership Styles and power centers.
5. To understand organizational culture.

**Course Outcomes:**

The students will be able to:

CO1: Identify and develop the concepts of organizational behaviour.(L3)

CO2: develop the foundations of motivation and leadership concepts, the learner will be able to execute desired work place behavior.(L3)

CO3: analyse the group dynamics and improves decision making in groups and thereby performs well in team building.(L4)

CO4: inspect the application of management change and enriches the behavior.(L4)

CO5: classify the sources of knowledge to resolve organizational conflicts.(L4)

# UNIT-I: ORGANIZATIONAL BEHAVIOR:

Meaning, importance and historical development of organizational behavior, Factors influencing organizational behavior Perception and Attribution- concept, nature and process, Factors influencing perception. Values and Attitudes Personality - Stages of personality development, Determinants of personality. Concept and theories of learning.

# UNIT-II: MOTIVATION:

Concept, importance and theories of motivation. Leadership - concept, characteristics, theories and styles of leadership, Managerial grid, Leadership continuum and Leadership effectiveness.

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# UNIT-III: GROUP DYNAMICS:

Meaning of groups and group dynamics, Formation, Characteristics and Types of groups, Theories of group dynamics, Group cohesiveness - Factors influencing group cohesiveness - Group decision making process. Types of teams. Analysis of Interpersonal Relationship: Transactional Analysis, Johari Window.

# UNIT-IV: MANAGEMENT OF CHANGE:

Meaning and importance of change, Factors contributing to organizational change, Change agents, Resistance to change – causes of and dealing with resistance to change, Organizational Development - meaning and process.

# UNIT-V: ORGANIZATIONAL CULTURE:

Conflict and Effectiveness- Concept of Organizational Culture, Distinction between organizational culture and organizational climate, Factors influencing organizational culture, Morale- concept and types of morale. Managing conflict, Organizational Effectiveness- Indicators of organizational effectiveness, Achieving organizational effectiveness- Organizational power and politics.

## REFERENCE BOOKS:

1. Robbins, P.Stephen - Organizational Behavior-concepts, controversies & Applications - Prentice Hall of India Ltd., New Delhi.18th edition
2. Luthans Fred – Organizational Behavior - McGraw Hill Publishers Co. Ltd., New Delhi, 12th Edition
3. Rao, VSP and Narayana, P.S. - Organization Theory & Behavior - Konark Publishers Pvt. Ltd., Delhi.
4. Prasad, L.M - Organizational Theory & Behavior - Sultan Chand & Sons, New Delhi. 2017.

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