

V.S.M.COLLEGE (A):: RAMACHANDRAPURAM
II BBA-3rd SEMESTER –SYLLABUS
SUBJECT: COMMERCE AND MANAGEMENT

PAPER 3: ORGANIZATIONAL BEHAVIOUR
w.e.f:2020-21 Admitted Batch

CODE: 1634109

DSC 3C:ORGANIZATIONAL BEHAVIOUR

LEARNING OUTCOMES

1. Explain the goals and forces of organizational behaviour
2. Understand the evolution and fundamental concepts of organizational behaviour
3. Explain the distinction between the theories of organizational behaviour
4. Understand the major approaches of organizational behaviour

Unit-I: Focus and Purpose: Definition, need and importance of organizational behaviour – Nature and scope – Frame work – Organizational behaviour models.

Unit-II: Personality – types – Factors influencing personality – Theories – Learning – Types of learners – The learning process – Learning theories – Organizational behavior modification. Misbehavior – Types – Management Intervention. Emotions - Emotional Labour – Emotional Intelligence – Theories.

Unit-III: Attitudes – Characteristics – Components – Formation – Measurement- Values. Perceptions – Importance – Factors influencing perception – Interpersonal perception-Impression Management. Motivation – importance – Types – Effects on work behavior.

Unit-IV: Organization structure – Formation – Groups in organizations – Influence – Group dynamics – Emergence of informal leaders and working norms – Group decision making techniques – Team building - Interpersonal relations – Communication – Control.

Unit-V: Leadership and Power: Meaning – Importance – Leadership styles – Theories – Leaders Vs Managers – Sources of power – Power centers – Power and Politics.

References:

1. Stephen P. Robins, Organizational Behavior, PHI Learning/Pearson Education, 2008.
2. Fred Luthans, Organizational Behavior, McGraw Hill, 2001.
3. Schermerhorn, Hunt and Osborn, Organizational behavior, John Wiley, 9th Edition, 2008.
4. UdaiPareek, Understanding Organizational Behaviour, Oxford Higher Education, 2004.
5. Mc Shane & Von Glinov, Organizational Behaviour, 4th Edition, Tata McGraw Hill, 2007.