Contents

Unit 1: ORGANIZATIONAL BEHAVIOUR

Organization - Meaning and significance - The study of organizational behaviour - Definition - Scope and Application in Management -Contributions of other disciplines - Organizational structure, challenges facing management, Emerging Organizations.

Unit 2: PERCEPTION AND ATTITUDES

Meaning - Need - Perceptual Process – Perceptual Mechanism -Factors influencing perception - Interpersonal perception. Meaning - Characteristics of Attitudes – Components of Attitude - Attitude and Behaviour – Attitude formation and Measurement of Attitudes

Unit 3: LEARNING AND BEHAVIOUR MODIFICATION

Principles of learning & Reinforcement - observational learning -Cognitive Learning - Organizational Behaviour Modification -Steps in Organizational Behaviour Modification process -Organizational Reward Systems

Unit 4: PERSONALITY

Determinants of Personality - Biological factors - Cultural factors - family and Social Factors - Situational factors -Personality attributes influencing OB, Interactive Behaviour and Interpersonal Conflict.

Unit 5: GROUP DYNAMICS & LEADERSHIP

Meaning - Types of Groups - Functions of small groups - Group Size Status - Managerial Implications – Group Behaviour - Group Norms - Cohesiveness - Group Think, Formal and Informal Leadership Characteristics Leadership Styles - Autocratic / Dictatorial - Democratic / Participative, Free reign/Laissez faire Leadership Styles & Management Activities, Interpersonal Communication.

Unit 6: ORGANIZATIONAL CHANGE

Meaning - Nature of work change - Pressure for change - Change process - Types of change – Factors influencing change - resistance to change - overcoming resistance - Organizational Development - different techniques.

Unit 7: ORGANIZATIONAL CULTURE

Concept-Characteristics-Elements of Culture-Implications of Organisation culture-Process of Organisational Culture.

Unit 8: VALUES

Importance of values-sources of our value systems-types of values-loyalty and ethical behaviour.