

B.A Human Resource Management
I YEAR

Semester – II

PAPER-II: ORGANIZATIONAL BEHAVIOUR

Unit – 1: Introduction

- i. Concept and importance of Organizational behaviour.
- ii. Organizational Behaviour : Relationship with other social sciences.
- iii. Characteristics of Formal, Informal organizations

Unit –2: Models of Organization Behaviour

- i. SOBC Model
- ii. Cognitive Model
- iii. Reinforcement Model and Psychoanalytical model

Unit – 3: Individual Behaviour

- i. Aspects of Individual behavior, personality, perception, attitude and values
- ii. Personality Development, Determinants, Theories of personality
- iii. Stress and Counselling

Unit – 4: Group Behaviour

- i. Group Dynamics, Formation of Groups
- ii. Formal and Informal Groups
- iii. Team Building

Unit – 5: Organizational Development

- i. Importance of organizational development
- ii. Organizational behavior across cultures
- iii. Organizational development and change

Suggested Readings:

1. Keith Davis and New Strom, J.W: Human Behaviour at Work: Organizational Behaviour, New Delhi, McGraw Hill.
2. Fred Luthans, Organizational Behaviour, New Delhi, McGraw Hill
3. Paul Hersey and Keith Blanchard, Management of Organizational Behaviour, New Delhi, Prentice Hall of India Pvt. Ltd.
4. Stephen P. Robbins – Organizational Behaviour; Concepts, Controversies, Applications; New Delhi, Prentice Hall of India Pvt. Ltd.
5. Katz and Khan, Social Psychology and Organization, New Delhi, McGraw Hill.
6. V.S.P. Rao and Narayana: Organizational Theory and Behaviour, New Delhi, Vani Educational Books.
7. M.G. Rao and V.S.P. Rao, Organizational Behaviour; Text and Cases, New Delhi, Konark Publishers.