

**MCOM III**  
**Group B: Business Studies (Management)**

**3. Organizational Behaviour**

**Modules at a Glance**

SN	Modules	No. of Lectures
1	Organisational Setting	15
2	Foundation of Individual Behaviour	15
3	Group Dynamics and Behaviour	15
4	Emerging Challenges	15
<b>Total</b>		<b>60</b>

SN	Modules/ Units
<b>1</b>	<b>Organisational Setting</b>
	<ul style="list-style-type: none"> <li>• <b>Introduction to Organisational Behaviour (OB)</b> – Concept, Nature, Foundation, Disciplines and Scope of OB.</li> <li>• <b>Evolution of OB</b>–Evolution – Stages, Human Relations Approach – Hawthorne Experiments, Models of OB.</li> <li>• <b>Organisation Design</b> – Key factors,Steps in Organisation Structure, Organisations for future - Types.</li> </ul>
<b>2</b>	<b>Foundation of Individual Behaviour</b>
	<ul style="list-style-type: none"> <li>• <b>Factors affecting Individual behaviour</b>- Personal, Psychological, Organisation System, Environmental.</li> <li>• <b>Personality&amp; Perception</b> – Nature of personality, Determinants of</li> </ul>

	<p>personality, Personality Traits., Factors Influencing Perception, Managing perception Process, Perception and OB</p> <ul style="list-style-type: none"> <li>• <b>Attitude</b> – Nature , components , work related attitudes , Barriers to attitudinal Change, Measures to attitudinal change.</li> </ul>
<b>3</b>	<b>Group Dynamics and Behaviour</b>
	<ul style="list-style-type: none"> <li>• <b>Group</b> – Types of groups, Stages of Group Development, Group Decision making – Advantages and Problems.</li> <li>• <b>Work place behaviour</b> – Determinants of Group Behaviour, Power and Politics –Sources of Power, Types of Organisational politics.</li> <li>• <b>Conflict</b> – Levels of Conflict, Strategies for resolving Conflict, Guidelines for effective negotiation.</li> </ul>
<b>4</b>	<b>Emerging Challenges</b>
	<ul style="list-style-type: none"> <li>• <b>Stress Management</b> – Sources, Effects, Strategies, Stress and Performance.</li> <li>• <b>Organisation culture</b> – Cultural Dimensions, Creating Organisational Culture, Maintaining Organisational Culture.</li> <li>• <b>Workforce Diversity</b> – Concept, Managing Diversity effectively, Ethical Behaviour in workplace, Managing Ethics at work place.</li> </ul>