



MANIPAL UNIVERSITY JAIPUR

School of Business and Commerce
Department of Commerce Administration
Course Hand-out

Organizational Behaviour | CM 1306 | 3 Credits | 3 0 0 3

Session: Aug. – Dec 2017 | Faculty: Dr. Bhawna Chahar | Class: BCOM III Pass

Course Outcomes: At the end of the course, students will be able to

(CM1306.1). Describe the concept of individual behaviour, group behaviour and group dynamics.

(CM 1306.2). Interpret and illustrate the framework related with attitudes, values, perception, teams & groups and able to use this understanding to devise appropriate approach for individual effectiveness in the organization.

(CM 1306.3). Design and implement strategy for organizational change using the understanding of power and individual motives.

(CM 1306.4). Recognize and assess the individual behaviour components by using activities and suggest interventions to improve.

(CM 1306.5). Learn the art of negotiations & problem solving and enhancing skills to resolve conflicts in organization.

(CM 1306.6). Demonstrate ability to manage people by using understanding behavioural framework, change for organizational effectiveness.

A. SYLLABUS

Introduction to Organizational Behaviour: Definition, Assumption, Significance, Trends and Prospectus, Historical Background for Modern Organizational Behaviour, Research Foundations for Organizational Behaviour, Individual Behaviour in Organizations: Behaviour as an Input-Output Systems, Beliefs, Nature and Dimensions of Attitudes, Values and Perceptions.

Group Dynamics: Definition and Importance, Types of groups, group formation, group development, group composition, group performance. Factors: principle-centred approach to team development. Organizational Power and Conflict: Meaning of Power, Sources, Effective use of Power, Conflict Meaning, Sources, Types and effect of conflict, Resolution of Conflict.

Organizational Change: Concept, the Dilemma of Change. Pressure for change, resistance to change. Theories of planned change; organizational diagnosis; OD Intervention.

Organizational Effectiveness: The concept of organizational effectiveness; efficiency and effectiveness and productivity; approaches of organizational effectiveness; contributing factors of organizational effectiveness.

B. TEXT BOOKS

- i. Luthans, F Organizational Behaviour. Prentice Hall of India, New Delhi.
- ii. Robbins, S. Organizational Behaviour. Pearson Education, New Delhi.

