



MANIPAL UNIVERSITY JAIPUR

TAPMI School of Business

Department of Management

Course Hand-out

Organizational Behavior | MB 2106 | I Credits – 3 0 0 3

Session: Aug - Nov 2018 | Faculty: Rahul Sharma

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

- CO 1: Understand the individual behavioral components, group behavior & Organizational dynamics.
- CO 2: Understand conceptual framework related to motivation, leadership, teams & groups and able to use this understanding to devise appropriate approach for individual effectiveness in the organization.
- CO 3: Design and implement strategy for organizational change using the understanding Of the power & politics of organization and individual motives.
- CO 4: Analyze & assess the individual behavior components by using psychometric tools and suggest interventions to improve.
- CO 5: Learn the art of negotiations & problem-solving skills and develop skills to resolve conflicts in organization & hence develop employability.
- CO 6: Demonstrate ability to manage people ethically by using understanding of behavioral Framework for organizational effectiveness.

A. SYLLABUS

People are the most important resource in organization. People are the only resource which is living and uses its thinking & influences in the organization. The performance of every employee in an organization is affected by three important factors. Individual factors like perception, attitude, personality, emotional intelligence and locus of control have great influence on the individual's psychology at work place. The way one interacts with others in the group and the team with which he works determine one's effectiveness in the organization. The other organizational factors like leadership, motivation, stress, work life balance, conflicts, culture, structure & design and communication moderates the individual's performance.

The course is divided into four modules:

Overview of Organizational Behavior

- (a) Foundation of Individual Behavior
- (b) Group & Group Behavior
- (c) Organizational Dynamics

B. TEXT BOOKS

- T1 : Griffin W Ricky, Gregory Moorhead, Organizational Behaviour : Managing people & Organizations, cengage learning, 11th Edition, 2017
- R2: Robbins, Stephen P. and Judge, Timothy A., Organizational Behavior, 12th ed., PHI, 2007.
- R3: Luthans, F., Organizational Behavior, 10th ed., McGraw Hill, 2005.
- R4: Carrell, M. R. Tennings, D. F. and Heavrin, C., Fundamentals of Organizational Behavior, Prentice Hall International, Inc. 1997
- R5: Davis, K., Human Behaviour at work, Tata McGraw Hill, 1997.
- R6: Newstrom, John W., Organizational Behaviour: Human Behaviour at work, 12th ed., Tata McGraw Hill, 2007.
- R7 : Whetten A. David, Cameron S. Kim : Developing Management Skills, PHI, 8th Edition.

