

ORGANISATIONAL BEHAVIOUR



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Description

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ORGANISATIONAL BEHAVIOUR Unit 1: Fundamentals of OB Definition, Scope and Importance of OB, Relationship between OB and the Individual, Evolution of OB,

Theoretical Framework (Cognitive, Behavioristic and Social Cognitive), Limitations of OB. **Unit 2: Individual Process and Behavior1) Personality and Attitude:** Definition Personality, Importance of Personality in Performance, The Myers-Briggs Type Indicator and The Big Five Personality Model, Significant Personality Traits Suitable to the Workplace (Personality & Job – Fit Theory), Personality Tests and their Practical Applications, Johari Window Definition Attitude Importance of Attitude in an Organisation, Right Attitude, Components of Attitude, Relationship between Behavior and Attitude, Developing Emotional Intelligence at the Workplace, Job Attitude, Barriers to Changing Attitudes.2) **Perception:** Meaning and Concept of Perception, Factors Influencing Perception, Selective Perception, Attribution Theory, Perceptual Process, Social Perception (Stereotyping and Halo Effect).3) **Motivation:** Definition & Concept of Motive & Motivation, The Content Theories of Motivation (Maslow’s Need Hierarchy & Herzberg’s Two Factor Model Theory), The Process Theories (Vroom’s Expectancy Theory & Porter Lawler Model), Contemporary Theories- Equity Theory of Work Motivation. **Unit 3: Interpersonal Processes and Behavior, Team and Leadership Development1) Foundations of Group Behavior:** The Meaning of Group & Group Behavior & Group Dynamics, Types of Groups, The Five -Stage Model of Group Development.2) **Managing Teams:** Why Work Teams, Work Teams in Organisation, Developing Work Teams, Team Effectiveness & Team Building.3) **Leadership:** Concept of Leadership, Styles of Leadership, Trait Approach, Contingency Leadership Approach, Contemporary leadership, Meaning and Significance of Contemporary Leadership, Concept of Transformational Leadership, Contemporary Issues in Leadership, Contemporary Theories of Leadership, Success Stories of Today’s Global and Indian Leaders. **Unit 4: Organisation System1) Organisational Culture:** Meaning & Definition of Organisational Culture, Creating & Sustaining Organisational Culture, Types of Culture (Strong vs. Weak Culture, Soft vs. Hard Culture & Formal vs. Informal Culture), Creating Positive Organisational Culture, Concept of Workplace Spirituality.2) **Stress Management:** Work Stress - Meaning of Stress, Stressors, Sources of Stress, Types of Stress, Burnout, Stress Management – Individual & Organisational Strategies. **Unit 5: Managing Change1) Organisational Change:** Meaning, Definition & Nature of Organisational Change, Types of Organisational Change, Forces that Acts as Stimulants to Change.2) **Implementing Organisational Change:** How to Overcome the Resistance to Change, Approaches to Managing Organisational Change, Kurt Lewin’s – Three Step Model, Seven Stage Model of Change & Kotter’s Eight-Step Plan for Implementing Change, Leading the Change Process, Facilitating Change, Dealing with Individual & Group Resistance, Intervention Strategies for Facilitating Organisational Change, Methods of Implementing Organisational Change, Developing a Learning Organisation.

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