

## SSW 5012: ORGANIZATIONAL BEHAVIOUR AND ORGANIZATIONAL DEVELOPMENT

### Course Objectives

• Enhance the knowledge regarding the social and individual behaviour in an organization
• Develop an understanding on how the Knowledge of OB helps in organisational development
• Understand the importance of learning OB for social workers

### Course Outline

#### Unit 1 Focus and purpose

Definition, need and importance of organisational behavior, Nature and scope, Organizational behaviour models

#### Unit 2 Individual behaviour

Personality- types –factors influencing personality – theories – learning- types of learners- the learning process – learning theories – organizational behaviour modification. Misbehaviour- types- management intervention. Emotions – emotional labour - emotional intelligence- theories. Attitudes – characteristics – components – formation- measurement – values. Perceptions- importance – factors influencing perception – inter personal perception impression management. Motivation – importance – types – effects on work behavior

#### Unit 3 Group behaviour

Organization structure – formation - groups in organizations - influence - group dynamics - emergence of informal leaders and working norms – group decision making techniques – team building – interpersonal relations – communication – control

#### Unit 4 Leadership and Power

Meaning – importance - leadership styles – theories - leaders v/s managers - sources of power – power centres - power and politics

#### Unit 5 Dynamics of organizational behavior

Organizational culture and climate – factors affecting organizational climate - importance; Job satisfaction – determinants – measurements – influence on behaviour; Organizational change – importance – stability v/s change – proactive v/s reaction change - the change process - resistance to change – managing change; stress – work, stressors –prevention and management of stress - balancing work and life; Organizational development - characteristics – objectives – organizational effectiveness.

## References

1. Fred Luthans (2001) Organisational Behaviour, McGraw Hill, 11<sup>th</sup> Edition
2. Gosh & Ghorpadhe (1985), Industrial Psychology, Himalaya Publishing House, Bombay
3. Hellrigal, Slocum and Woodman (2007) Organisational behaviour, Cengage Learning, 11<sup>th</sup> Edition
4. Hersey, Paul and Kenneth Blanchard (1988), Management of Organizational BehaviorUtilizing Human Resources, Prentice-Hall, Englewood Cliffs, New Jersey.
5. Ivancevich, Konopaske and Mheson (2008) Organisational Behaviour & Management, 7<sup>th</sup> edition, Tata McGraw Hill
6. John W. Newstrom and Keith Davis, Organizational Behaviour, (Human behaviour at work) Tata McGraw – Hill
7. Luthans, F. (2006) Organizational Behaviour. McGraw Hill Publications
8. Maslow, Abraham (1943), Motivation & Personality, Harper & Row Publication, New York.
9. Mc Shane and VonGlinov (2007) Organisational Behavoiur, 4<sup>th</sup> Edition, Tata McGrowHill.
10. McCormick, Ernest J., and Joseph Tiffin (1974), Industrial Psychology, Prentice-Hall, Inc., Englewood Cliffs, New Jersey
11. Pareek, U. (2007) Understanding Organizational Behaviour. Oxford University Press.
12. Robbins, S.P. (2006) Organizational Behaviour. Prentice-Hall of India
13. Schermer horn, Hunt and Osborn (2008) Organisational behaviour, John Wiley, 9<sup>th</sup> edition.
14. Stephen P. Robins, (2008). Organisational Behaviour, PH1 Learning/Pearson Education 11<sup>th</sup> Edition.
15. Udai Pareek (2004) Understanding organisational Behaviour, 2<sup>nd</sup> Edition , Oxford Higher Education.