

Ambedkar University Delhi, **SBPPSE**
Organisational Behaviour (2 credits)

Faculty: Dr. Richa Awasthy

Email id: richa@aud.ac.in

LEARNING OBJECTIVES

Since managers achieve organizational goals through and with the efforts of others, and since organizations are basically social entities, management is mainly a people oriented process. In order to be successful, managers must not only understand why people behave the way they do in organizations both as individuals and in groups, they must also be able to apply their understanding in practical, complex dynamics of the workplace. At the end of the course, the students would have an understanding of:

- How behaviour of an individual is caused and influenced by various factors in Indian culture, society and organization.
- How behaviour of managers impacts their as well as other's performance;
- What steps they can take to improve their effectiveness.

Assessment Components

Component	Weightage
Mid Term Assessment	30
End Term Assessment	30
Group Presentation	20
Quizzes/ case analysis	20

Assessment will be continuous and will consist of case analysis, quizzes assignments and tests

Students are required to read the readings corresponding to the session before coming to the class.

Suggested Readings: SESSION-WISE PLAN

1.	Introduction	<p>Management functions, roles and skills.</p> <p>Readings: Mintzberg article: Managerial work; Katz & Kahn article: Skills of an effective administrator</p>
2	What is Organizational Behaviour	<p>Readings: Introduction to OB; The MBA graduate-perceptions of Corporate India; Are you loosing the good people?; Challenges for Manages; An Indo-Japanese MNC operating in India.</p> <p><u>Case study:</u> Hero Honda Motors</p>
3-4	Personality: Understanding self and others	<p>Readings: Individual differences and Organizational Behaviour; Managing oneself; The JOHARI window</p>

5-6	Basic Psychological Processes: Learning, Perception and attribution	Readings: What is Perception?
7	Motivation: concept & Applications	Readings: Motivation Concepts; Achievement Motivation; Motivating People: Getting beyond money <u>Case study:</u> Kalinga Ferro Alloys
8	Self and Interpersonal Relationship	Readings: Threshold of Interpersonal Behaviour; Drucker on Management: How to Manage the Boss Managing your Boss
9 -10	Organizational processes: groups and teams	Reading: Understanding groups and teams; Organization and its importance
11	Organizational processes: groups and teams	Organization and its importance
12	Organizational processes: groups and teams	Organization and its importance
13	Stress management	Readings The dynamics and Management of Stress
14	Behavioural dimensions in Decision Making	Holistic Case Study
15-16	Presentation: Managerial Interview And sum up	Reading: The organizational socialization of young software engineers: the case study of an US subsidiary in India Submit reports before presentation

Selected reference books:

Greenberg, J. (2011). *Behaviours in Organizations 10th edition*. PHI Learning Pvt. Ltd.

Luthans, Fred (2008). *Organizational Behaviour. 11th Edition*. McGraw Hill,

Nahavandi, A; Denhardt, R. B; Denhardt, J. V; & Aristigueta, M. P. (2015). *Organizational Behaviour*. Sage Publications.

Pareek, Udai (2007). *Understanding Organizational Behaviour. 2nd edition*. Oxford University Press,

Parikh, M. and Gupta, R. K. (2010). *Organizational Behaviour*. McGraw Hill.

Robbins, Stephen P, et.al (2013). *Organizational Behaviour*, 15th edition, Prentice Hall

Sinha, J. B. P. (2009). *Culture and Organizational Behaviour*. Sage Publications.