

# Organisational behavior



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DBA 7104 Organisational behavior

**UNIT I FOCUS AND PURPOSE** - Definition, need and importance of organizational behaviour – Nature and scope – Frame work – Organizational behaviour models.

**UNIT II 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 – Interpersonal perception- Impression Management Motivation – importance – Types – Effects on work behavior.

**UNIT III 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 IV LEADERSHIP AND POWER** - Meaning – Importance – Leadership styles – Theories

– Leaders Vs Managers – Sources of power – Power centers – Power and Politics.

**UNIT V DYNAMICS OF ORGANIZATIONAL BEHAVIOUR** - Organizational culture and

climate – Factors affecting organizational climate – Importance. Job satisfaction –

Determinants – Measurements – Influence on behavior. Organizational change –

Importance – Stability Vs Change – Proactive Vs 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

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