

Semester V

Paper No- 12. Foundations of Organizational Behaviour

Objectives: Orient students toward the concepts and theoretical constructs of organizations and help them understand the processes involved in individual-organization interface and integration.

Marks: 100 + 50 (practicum)

Contact Hours: 48

1. Evolution of Organizational Behavior: From Taylor, Fayol, Weber, McGregor to Drucker, Scope and Contemporary Challenges. (12 Hours)

2. Job Attitudes: Job satisfaction, organizational commitment; Work motivation: Content theories (Maslow, Herzberg, and McClelland), process theories and applications (Expectancy, Goal Setting, and Equity). (12 Hours)

3. Leadership: Basic theories: Trait theories, Behavioral theories, Contingency theories; Contemporary issues: Inspirational approaches to leadership, contemporary leadership roles, challenges to the leadership as a construct. (12 Hours)

4. Power and Politics: Influence, individual power, empowerment, power of organizational groups, sexual harassment, organizational politics. (12 Hours)

Practicum : Students would be required to complete two practicum from any of the topics discussed in PSY 12 'Foundations of Organizational Behavior'. Choice of practicum shall be left to the discretion of the colleges. The field exposure should be a priority in practical. Assessment should not solely focus on testing, and quantitative analysis should be coupled with qualitative analysis. Proposed practical group size should not exceed 10 as an experiential hand on training is needed and close contact with the students is required.

Readings:

1. Greenberg, J and Baron, R.A. (2011) Behavior in Organizations. 10th ed. Prentice hall of India Pvt. Ltd. (Chapters: 1,12)
2. Luthans, F. (2010). Organizational behavior, 12th Edition. McGraw Hill (Chapters: 5,6,13, 14)
3. Pareek, U. (2010). Understanding Organizational Behaviour. Oxford: Oxford University Press. (Chapters: 1,2,7,9)
4. Robbins, S.P., Judge T.A. and Sanghi, S.(2009) Organizational Behaviour,13th ed. Pearson Education , Inc. (Chapters: 3,6,12,13,14)