

TEACHING PLAN (July 2015 to December 2015)
HRM-S III-ORGANISATIONAL BEHAVIOUR

Course Teacher: Dr.Rashmi Jain

Max Marks: 100(25/75)

Transaction time: 4 periods (1 Hour each)

Internal Assessment

- a) One skill laboratory (10 marks)
- b) One Assignment (15 marks)

Course Objectives

- 1) To develop acquaintance with the basic processes and principles underlying human behavior.
- 2) To understand how people behave in organisations
- 3) To facilitate the development of a perspective to diagnose and effectively deal with the issues of human behaviour in organisations.
- 4) To enhance understanding of the dynamics of interaction and integration between the individual and the organization.
- 5) To explore the organization system in totality so as to capture the full complexity of human behavior at work.
- 6) To understand how to effectively recognize and resolve human issues in organizational settings.
- 7) To focus on ways to enhance organizational effectiveness through people

Pre-requisites

Basic understanding of organisational behaviour concepts

Pedagogy

- I. Lecture Method
- II. Case study method
- III. Tutorial
- IV. Individual and Group presentation/ assignment
- V. Skill lab/extension lecture

Learning Outcomes

Understand the importance of human behaviour at work from an organisation as well as employee point of view including familiarity with current practices

Course Evaluation

Internal Assessment: 25 marks (includes class participation)

Semester end examination: 75 marks

Week 1: Introduction to the course outline mainly briefing about the areas to be transacted in the semester

1. Daft, Richard L., Noe Raymond A., (2001), Organizational Behaviour, Harcourt College Publishers, USA.
2. DeCenzo, David and P. Stephen Robbins, Human Resource and Personnel Management.

Week 2: Introduction to Human Behavior: Perception cognition

1. DeCenzo, David and P. Stephen Robbins, Human Resource and Personnel Management.
2. Coleman, Vernon (1988), Stress Management Techniques: Managing People for Healthy Profits, Mercury Business Books, London.

Week 3: Learning, Personality, and Attitudes

1. Bratton, John, Militza Callinan, Carolyn Forshaw and Peter Sawchuk, (2007), Work and Organisational Behavior, Palgrave Macmillan, New York.
2. Buelens, Marc, Herman van Den Broeck, Karlien Vanderheyden, Robert Kreitner and Angelo Kinicki, (2006), Organisational Behavior, Third Edition, McGraw-Hill Education, Berkshire.

Week 4: EQ and Motivation

1. Champoux, Joseph E., (2001), Organizational Behavior: Essential Tenets for a New Millennium, South Western Thomson Learning, Team Spirit (India) Pvt. Ltd., Ahmedabad, India.
2. Daft, Richard L., Noe Raymond A., (2001), Organizational Behavior, Harcourt College Publishers, USA.

Week 5: Leadership & Group Dynamics

1. DeCenzo, David and P. Stephen Robbins, Human Resource and Personnel Management.
2. Hersey, Paul and H. Kenneth Blanchard and E. Dewey Johnson, (2001), Management of Organizational Behavior: Leading Human Resources, Eighth Edition, Pearson Education Asia, India.

Week 6: Team Work & job satisfaction

1. Hitt, Michael A., C. Chet Miller, Adrienne Colella, (2006), Organizational Behavior: A Strategic Approach, John Wiley & Sons, Inc., USA.
2. Luthans, Fred, (2005), Organizational Behavior, Tenth Edition, McGraw-Hill Higher Education, New York.

Week 7: Employee Morale

1. Pfeffer, Jeffrey, (1992), Managing with Power: Politics and Influence in Organizations, Harvard Business School Press, USA.
2. Robbins, Stephen P., Judge Timothy A., (2007), Organizational Behavior, Twelfth Edition, Prentice Hall of India, New Delhi.

Week 8 : Organizational culture

1. Pareek, Udai [2003], Organizational Behavior Processes, Rawat Publications, New Delhi.

Week 9: Management of Organisational Culture

1. Pareek, Udai [2003], Organizational Behavior Processes, Rawat Publications, New Delhi.

Week 10: Employee Effectiveness

1. Pfeiffer, Jeffrey, (1992), Managing with Power: Politics and Influence in Organizations, Harvard Business School Press, USA.
2. Robbins, Stephen P., Judge Timothy A., (2007), Organizational Behavior, Twelfth Edition, Prentice Hall of India, New Delhi.

Week 11: organizational effectiveness

1. Hitt, Michael A., C. Chet Miller, Adrienne Colella, (2006), Organizational Behavior: A Strategic Approach, John Wiley & Sons, Inc., USA.
2. Luthans, Fred, (2005), Organizational Behavior, Tenth Edition, McGraw-Hill Higher Education, New York.

Week 12: Dimensions of organisational effectiveness

1. Hitt, Michael A., C. Chet Miller, Adrienne Colella, (2006), Organizational Behavior: A Strategic Approach, John Wiley & Sons, Inc., USA.
2. Luthans, Fred, (2005), Organizational Behavior, Tenth Edition, McGraw-Hill Higher Education, New York.

Week 13: Review of course difficulties