

Course Code: 510121	Marks: 100	3 Credits	Class Hours: 45
Course Title:	Organizational Behavior		

1. **Introduction and overview:** Definition-Nature and importance of organizational behavior- Individual behavior and its element-Fundamental element of organizational behavior-Social system.
2. **Causation in behavior:** The stimulus-The organism-The concept of interaction between S and O.
3. **Conflict in organization:** Industrial conflict-Organizational conflicts at the individual and group level-Organizational reaction to conflicts at the individual and group level- Organizational reaction to conflict-Inter organizational conflict.
4. **General principles of personnel Testing:** The use of psychological test in industry-The types of best aptitude tests and achievement tests.
5. **Attitudes and Job satisfaction:** Definition-Components of Attitudes, Definition-Causes of Job Satisfaction- How to Measure Job Satisfaction?
6. **Frustration:** The symptoms of frustration- Dealing with frustration
7. **Motivational theories:** The classical model-Two factor theory-Equity theory-Multiplicative theory- Maslaw`s need priority-Job satisfaction.
8. **Leadership in organization:** Leadership traits and characteristics-Personality factors- Situation factors-Interaction of personality and situation factors-Leadership effectiveness- Theories and research.
9. **Management development and training:** A system view-The group for organizational effectiveness-Types of training-Evaluation of training Programs.

Recommended Books:

1. Davis,Keith (1969), Human Relation at Work: The Dynamics of Organization Behavior 3rd Edition, McGraw-Hill.
2. Stephen P. Robbins & Timothy A. Judge, Organizational Behavior, (2014). 16thPrentice Hall India Private Limited.