

**B.TECH ELECTRICAL AND ELECTRONICS ENGINEERING
ORGANIZATIONAL BEHAVIOUR
(OPEN ELECTIVE – III)**

B.Tech. IV Year II Sem.

Course Code: EE833OE

Course Objective:

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- To provide the students with the conceptual framework and the theories underlying Organisational Behaviour.

Course Outcomes: Upon the completion of the subject, the student will be able to

- Analyse the behaviour of individuals and groups in organizations in terms of the key factors that influence organizational behaviour.
- Assess the potential effects of organizational level factors (such as structure, culture and change) on organizational behaviour.
- Critically evaluate the potential effects of important developments in the external environment (such as globalization and advances in technology) on organizational behaviour.
- Analyse organizational behavioural issues in the context of organizational behaviour theories, models and concepts.

UNIT – I

Introduction to OB - Definition, Nature and Scope –Environmental and organizational context – Impact of IT, globalization, Diversity, Ethics, culture, reward systems and organizational design on Organisational Behaviour. Cognitive Processes-I : Perception and Attribution: Nature and importance of Perception – Perceptual selectivity and organization - Social perception – Attribution Theories – Locus of control –Attribution Errors –Impression Management.

UNIT – II

Cognitive Processes-II: Personality and Attitudes - Personality as a continuum – Meaning of personality - Johari Window and Transactional Analysis - Nature and Dimension of Attitudes – Job satisfaction and organisational commitment-Motivational needs and processes- Work-Motivation Approaches Theories of Motivation- Motivation across cultures - Positive organizational behaviour: Optimism – Emotional intelligence – Self-Efficacy.

UNIT – III

Dynamics of OB-I: Communication – types - interactive communication in organizations – barriers to communication and strategies to improve the follow of communication - Decision Making: Participative decision making techniques – creativity and group decision making . Dynamics of OB –II Stress and Conflict: Meaning and types of stress –Meaning and types of conflict - Effect of stress and intra-individual conflict - strategies to cope with stress and conflict.

UNIT – IV

Dynamics of OB –III Power and Politics: Meaning and types of power – empowerment - Groups Vs. Teams – Nature of groups –dynamics of informal groups – dysfunctions of groups and teams – teams in modern work place.

UNIT – V

Leading High performance: Job design and Goal setting for High performance- Quality of Work Life- Socio technical Design and High performance work practices - Behavioural performance management: reinforcement and punishment as principles of Learning –Process of Behavioural modification - Leadership theories - Styles, Activities and skills of Great leaders.

TEXT BOOKS:

1. Luthans, Fred: Organizational Behaviour 10/e, McGraw-Hill, 2009
2. Mc Shane: Organizational Behaviour, 3e, TMH, 2008
3. Nelson: Organizational Behaviour, 3/e, Thomson, 2008.
4. Newstrom W. John & Davis Keith, Organisational Behaviour-- Human Behaviour at Work, 12/e, TMH, New Delhi, 2009.
5. Pierce and Gardner: Management and Organisational Behaviour: An Integrated perspective, Thomson, 2009.
6. Robbins, P. Stephen, Timothy A. Judge: Organisational Behaviour, 12/e, PHI/Pearson, New Delhi, 2009.
7. Pareek Udai: Behavioural Process at Work:, Oxford & IBH, New Delhi, 2009.

REFERENCE BOOKS:

1. Schermerhorn: Organizational Behaviour 9/e, Wiley, 2008.
2. Hitt: Organizational Behaviour, Wiley, 2008
3. Aswathappa: Organisational Behaviour, Himalaya, 2009
4. Mullins: Management and Organisational Behaviour, Pearson, 2008.
5. McShane, Glinow: Organisational Behaviour--Essentials, TMH, 2009.
6. Ivancevich: Organisational Behaviour and Management, 7/e, TMH, 2008.