



# VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY

BURLA, SAMBALPUR, ODISHA-768018

DEPARTMENT OF HUMANITIES

## Syllabus

(3<sup>rd</sup> & 4<sup>th</sup> Semester)

**BHU-1301 Organisational Behaviour (3-1-0)**

### **Module-1(8 hours)**

OB: Learning objectives, Definition & Meaning, Why to study OB, An OB model, New challenges for OB Manager

LEARNING: Nature of learning, How learning occurs, Learning & OB

Case Study Analysis

### **Module-2 (10 hours)**

PERSONALITY: Meaning & Definition, Determinants of Personality, Personality Traits, Personality & OB

PERCEPTION: Meaning & Definition, Perceptual process, Importance of Perception in OB

MOTIVATION: Nature & Importance, Herzberg's Two Factor theory, Maslow's Need Hierarchy theory, Alderfer's ERG theory

Case Study Analysis

### **Module-3 (10 hours)**

COMMUNICATION: Importance, Types, Barriers to communication, Communication as a tool for improving Interpersonal Effectiveness

GROUPS IN ORGANISATION: Nature, Types, Why do people join groups, Group Cohesiveness & Group Decision Making- managerial Implications, Effective Team Building

LEADERSHIP: Leadership & management, Theories of leadership- Trait theory, Behavioural Theory, Contingency Theory, Leadership & Followership, How to be an Effective Leader

CONFLICT: Nature of Conflict & Conflict Resolution

TRANSACTIONAL ANALYSIS: An Introduction to Transactional Analysis

Case Study Analysis

#### **Module-4 (12 hours)**

ORGANISATIONAL CULTURE: Meaning & Definition, Culture & Organisational Effectiveness

HUMAN RESOURCE MANAGEMENT: Introduction to HRM, Selection, Orientation, Training & Development, Performance Appraisal, Incentives

ORGANISATIONAL CHANGE: Importance of Change, Planned Change & OB Techniques

INTERNATIONAL OB: An Introduction to Individual & Interpersonal Behaviour in Global Perspectives

Case Study Analysis

#### **Text Books/References:**

[1] Stephen P. Robbins, Organisational Behaviour, Printice hall of India, New Delhi, 2000.

[2] K. Aswathappa, Organisational Behaviour, Himalaya Publishing House, Bombay, 1997.

[3] S. S. Khanka, "Organisational Behaviour", S. Chand Publication, Revised edition 2009.

#### **Course Objectives:**

1. To predict, understand and control the human behaviour in an organisation
2. To develop interpersonal relation in organisation
3. To maintain cordial industrial relation
4. To manage human resources efficiently in an organisation

#### **Course Outcomes:**

1. Students will be able to maintain the interpersonal and industrial relation when they will join into one organization.
2. Able to develop effective leadership quality.
3. Able to apply appropriate motivational techniques in accordance to the nature of the individual employee.
4. Able to manage human resources efficiently in an organisation.