

HS403 Organizational Behavior

Credits: 3-0-0-3

Prerequisite: Consent of the faculty member

Students intended for: B.Tech

Elective or Core: Elective

Semester: Even/Odd

Course content:

- Introduction: Historical development; concept of organization; elements of organizational structure; scope of organizational behaviour.
- Motivation and job satisfaction: Major theories; content and process; (Adams, Maslow, Vroom, Herzberg). Intrinsic and extrinsic motivation; incentive systems: Job satisfaction; concept and determinants.
- Leadership: Functions and approaches; trait, behavioural and contingency models; characteristics of successful leaders; role of power in leadership.
- Communication: Communication process: types of communication; communication channels and networks; barriers to communication.
- Group behavior and conflict: Defining and classifying groups; stages of group development; concept, causes and consequences of conflicts; methods of conflict-resolution.

Recommended Books

Aamodt, M. G. (2001). *Industrial/organizational psychology*. New Delhi: Cengage.

Luthans, F. (2005). *Organizational behavior*(12th Ed.). New York: McGraw Hill.

Muchinsky (2009). *Psychology applied to work*. New Delhi: Cengage.

Robbins , S., Judge, T.A., &Sanghi, S.. (2009). *Organizational behavior 13th Ed.*. New Delhi:Pearson Education.

Riggio, R.E..(2003) *Introduction to Industrial/Organizational Psychology (4th Ed.)*New Jersey : Prentice-Hall .