

## HSS 4032: Organizational Behavior: Human Psychology at Work

Programme: B.Tech.

Year: IV

Semester: VII

Course : OE

Credits : 3

Hours :40

### Course Context and Overview (100 words):

Broadly, any organization is made of the people working there. Therefore, it is important to understand how people - as an individual and as group- act within organization. This course will focus on understanding own behaviors as an individual and as a worker (in coming future). Having a greater knowledge of human behavior will help the students to better understand attitudes and behaviors of their own and of their co-workers, supervisors, subordinates etc. The course demands an interactive group of students. The course will employ group activities, self-assessment wherever required.

### Prerequisite Courses: NA

### Course Outcomes (COs):

<b>On completion of this course, the students will have the ability to:</b>	
CO1:	understand <b>organizational behavior</b> and underlying principles along with <b>cross cultural perspective</b> .
CO2:	understand processes of <b>group formation, group dynamics, team building, team roles, power etc.</b>
CO3:	understand and analyze theories of <b>leadership in general and managerial grid</b> in particular.
CO4:	understand basics of organizational <b>communication</b> and role of transactional analysis in communication.
CO5:	sharpen their <b>communication skills</b> .

Topics	Lecture Hours	
<b>UNIT - I</b>		
<b>1. Introduction</b>		
Historical Perspective on Organizational Behaviour (OB), Organizational Structures, The role of A manager, Challenges and Opprtunities for OB, Globalization vs. Glocalization, Job vs. Career, Professionalism.	6	6

<b>UNIT-II</b>		
<b>2. Foundation of Individual Behaviour</b>		
Foundations of Individual behaviour: <b>Values: Importance and Types, Organizational Compliance Behaviour-Gift vs. Bribe, Generational Gap and Its Global Implications; Attitudes: Attitude and Consistency-Cognitive Dissonance, Major Job Related Attitudes, Decision Making: Rational Decision Making vs. Bounded Rationality, Motivation: Maslow's Hierarchy of Needs, Alderfer's ERG Theory, Goal Setting, Distributive and Procedural Justice, Perception: Role of Attribution</b> in Individual and Organizational Perception	1 4	14
<b>UNIT - III</b>		
<b>3. Foundation of Group Behaviour</b>		
Foundations of group behavior, Stages of Group development, Group vs. Team, <b>Group dynamics and Team behavior, Group related Behaviours: Social Loafing, Group Think, Apollo Syndrome, Power and politics in organization.</b>	1 0	10
<b>UNIT - IIV</b>		
<b>4. Leadership and Communication in Organization</b>		
Nature and types, Manager Vs. Leader, Theories of leadership, The Five Levels of Leadership, Managerial grid: Analysis of effective leadership (Managerial Grid), Nature and basic tenets of communication, Formal and Informal Communications, Psychological Aspects of communication: Transactional Analysis (Knowing oneself and others)	1 0	10

### Textbook references (IEEE format):

#### Text Book:

1. Robbins, S.P., *Organizational Behaviour (10<sup>th</sup> ed.)*. Prentice Hall of India, (2003)
2. Greenberg, J. and Baron, R.A.: *Behaviour in Organizations (7<sup>th</sup> ed.)*. Prentice Hall of India (1997).
3. Other assignments & readings as assigned.

#### Reference books:

1. Blake, R.R. & Mouton, J.S. *The New Managerial Grid*. New Delhi: Jaico Publications (2010).
2. Harris, T.A.: *I am Ok, You are OK*. London: Arrow (1995).

#### Additional Resources:

3. Relevant Video Lectures/ Talks will be announced in the class/ through goggle group.
4. Web Resources and research articles will be provided through google group.

**Evaluation Methods:**

Item	Weightage (%)
Midterm	25
Group Discussion (2.5*4)	10
Group Presentation	20
Final Examination	40
Attendance	5

**Prepared By:** Rajbala Singh**Last Update:** July, 2019