

Title: Organizational Behavior	Code: MGMT 362	
Credit Hours: 3	Year /Semester: III/VI	48 Hours

Course Objectives:

The aim of this course is to help students to develop a conceptual understanding of individual, group, and organizational behavior theories to enhance and enrich their skills to put into practice and academia.

Unit 1 Introduction to Organizational Behavior **6 Hours**

Concept of Organizational Behavior, Disciplines that Contribute to Organizational Behavior, Challenges and Opportunities of Organizational Behavior, Level of Organizational Behavior Analysis, Emerging Trends in Organizational Behavior

Unit 2 Individual Behavior in Organization **14 Hours**

Learning: Meaning, Learning Theories (Classical Conditioning, Operant Conditioning and Social Learning), Attitudes and Job Satisfaction

Personality: Meaning, Determinates of Personality, Personality Traits and Characteristics, Job Fit Theory of Personality

Perception: Meaning, Factors Influencing Perception

Motivation: Meaning, Theories (Maslow's Hierarchy of needs, McGregor's Theory X and Theory Y, Herzberg's Motivation-Hygiene Theory)

Values, Importance of Values, Individual Decision Making, Steps in Rational Decision- Making, Link between Perception and Individual Decision Making

Unit 3 Groups and Team **8 Hours**

Definition and Classification of Groups, Stages of Group Development, Group Properties (Roles, Norms, Status, Size and Cohesiveness), Group Decision Making, Types of Team, Contrast Between Teams and Groups, Why have Teams Become so Popular, Factors for Successful Teams, Turning Individuals into Team Players

Unit 4 Communication and Leadership **6 Hours**

Communication: Meaning and Functions of Communication, Communications Process, Barriers to Effective Communication,

Leadership: Meaning, Leadership Theories (Trait Theories, Behavioral Theories, Contingency Theories), Emerging Approaches to Leadership, Finding and Creating Effective Leaders

Unit 5 Conflict and Negotiation **6 Hours**

Definition of Conflict, Conflict Process, Meaning of Negotiation, Distribution vs Integrative Bargaining, Individual Differences Influence Negotiations

Unit 6 Organizational Change and Development **8 Hours**

Forces for Change, Resistance to Change, Approaches to Managing Organizational Change, Creating a Culture for Change, Meaning of OD, OD Techniques

Reference Books:

1. Stephen P. Robbins., Organizational Behavior, (13th Edition), New Delhi, Pearson Education.
2. Adhikari, D. Organizational Behavior, (latest Edition), Buddha Academic Publishers & Distributors Pvt. Ltd.