

B A II Psychology 2015-16

Semester III- APC – Organizational Behaviour

No. of Credits-4,

Marks 100 (25 internal, 75 external)

Course Objectives:

- 1) To orient the student to the field of Organizational Behaviour
- 2) To get introduced to various concepts used in organizations
- 3) To know how to apply various Psychological principles to organizations

Module I- Introduction to Organizational Behaviour

Credits	Lectures	Marks
1	15	25

After studying this module the learner will be able to

- 1) Get an overview of the development of the field of Organizational Behaviour
 - 2) Understand the various biographical characteristics that affect work behaviour
- 1.1 Definition and Concept of Organizational Behaviour

Disciplines that contribute to Organizational Behaviour

- 1.2 Transition from I/O Psychology to Organizational Behaviour
- 1.3 Foundations of Individual Behaviour : Ability , Biographical Characteristics

Module II- Work Motivation

Credits	Lectures	Marks
1	15	25

After studying this module the learner will be able to :

- 1) Understand the relationship between motivation and work behavior
 - 2) Explain theoretical concepts of motivation
- 2.1 Work Motivation –

Early Theories of Motivation

- Hierarchy of Needs Theory by A Maslow

- Two factor Theory by Herzberg
- 2.2 Contemporary Theories of Work motivation
- Goal Setting Theory
- Cognitive evaluation theory

Module III- Leadership

Credits	Lectures	Marks
1	15	25

After studying this module the learner will be able to

- 1) Understand the role of a leader in organizations
- 2) Know the contemporary leadership role
- 3.1 Basic theoretical approaches to leadership
 - Trait Theory of Leadership
 - Behavioural theory of Leadership
- 3.2 Contingency Theories of leadership
 - Situational Theory
 - Path Goal theory
- 3.3 Contemporary Leadership Roles

Module IV – Foundations of Group Behaviour

Credits	Lectures	Marks
1	15	25

After studying this module the learner will be able to

- 1) Become aware of group dynamics of in organizations
- 2) Understand the importance of teams in organizations
- 4.1 -Classification of Groups in organizations - Stages of Group development
 - Properties of Group
- 4.2 -Difference between Groups and Teams

- Types of Teams

4.3 Building Teams – turning Individuals into team players

Text book:

Robbins S P *Organisational Behaviour*, Pearson Education 13th ed, 2009

References:

Muchinsky P, M. and Culbertson, S. S. *Psychology Applied to Work*, 11th ed, North Carolina: Hypergraphic Press, 2012.

Internal Evaluation:

Test assignment

Group discussion/ Role

play Exercise on Module IV