

HRM 620: Organizational Behavior

The major objective of this course is to provide students with a better understanding of how individual vs group dynamics and organizational system's impacting the behavior of people at workplace. This learning enables them to function more effectively in their present or future roles as managers of human resources. The course contents include; values, attitudes & job satisfaction, personality and emotions, perception and individual decision making, motivation, group behavior, communication in team work, leadership and trust, power & politics, organizational culture, and organizational change & stress management.

Pre-requisite: Principle of Management

Course Contents:

- Organizational behavior: Key concepts; Historical perspective on organizational behavior; Organizational behavior and contemporary issues
- Organization: Structure and design: Nature and purpose of organization; Classical and modern concepts of organization; Span of control and organization structures; Authority relations: Line; Staff and functional; Authority: Delegation and decentralization; Departmentalization; Organizational life cycle stages; Contingency approach of organization design; Today's organizations and various designs; Organizational effectiveness
- Organizational culture: Dynamics of organization's culture; Basic approaches to organizational culture; Cross-cultural awareness; Total quality culture creation; Changing and developing cohesive organization's culture
- Organizational change and development: Nature and typology of organizational change; Diagnosis of forces for change; Models and dynamics of planned change; Resistance to change and its management; Techniques for managing change; Organizational development: Objective & model; Change management and contemporary issues in TQM
- Foundations of Individual Behavior: Perception process; Attribution theory; Personality and organizational behavior; Attitudes; Personal values and ethics; Learning & behavioral modification
- Behavior modification: Behavioral learning models; Principles of behavior modification; Process of modifying on-the-job behavior; Behavioral self-management
- Socialization and mentoring: Organizational socialization process; Socialization techniques; Mentoring; Organizational roles and norms
- Work group behavior: Work group: Types; Functions & development process; Work group structure; Composition and effectiveness; Inter group interactions; Organization influence tactics; Organization's politics; Strategies for improving work group performance
- Organizational conflicts management: Nature of conflict; Functional versus dysfunctional conflict; Approaches to effective conflict resolution; Conflict stimulation

Text Books:

- Judith R. Gordon: Organizational Behavior, Prentice Hall
- Fred Luthans: Organizational Behaviour
- Davis and Newstrom: Human Behavior at Work: Organizational Behavior, McGraw Hill
- Robert Kreitner & Angelo Kinicki: Organizational Behavior, IRWIN