

## **Course Content:**

### **Theory:**

#### **Unit – 1**

### **INTRODUCTION TO ORGANISATIONAL BEHAVIOUR**

**10 Hours**

Meaning, Definition, Importance, Nature and Scope of OB, Conceptual Models of OB, Factors Influencing Organisational Behaviour.

#### **Unit – 2**

### **INDIVIDUAL BEHAVIOUR**

**12 Hours**

Individual Behaviour: Meaning, Factors affecting Individual Behaviour, Reasons for Understanding Individual Behaviour.

Personality: Meaning, Types, Determinants and Traits of Personality

Learning: Meaning, Types of Learners, Learning Process, Learning Curve

Attitude: Meaning, Characteristics, Components, Formation of Attitude.

Perception: Meaning, Importance, Factors Influencing Perception

#### **Unit – 3**

### **GROUP AND TEAM DYNAMICS**

**12 Hours**

Group Dynamics: Meaning, Types of Groups, Functions of Groups, Stages of Group Development, Strategies for Improving Group Dynamics, Determinants of Group Behaviour.

Team Dynamics: Meaning, Types of Teams, Team Building, Effective Team Management, Stages of Professional Interpersonal Relations, Differences Between Groups and Teams.

#### **Unit – 4**

### **MOTIVATION, LEADERSHIP AND DYNAMICS OF ORGANISATIONAL BEHAVIOUR**

**22 Hours**

Motivation: Meaning, Nature and Importance of Motivation, Motivation Theories: Maslow's Need Hierarchy Theory, Herzberg's Two Factor Theory, McGregor's Theory X and Theory Y

Leadership: Meaning and Importance, Qualities of a Good Leader, Types of Leadership, Theories of Leadership: Fiedler's Contingency Theory, Path Goal Theory, Managerial Grid Theory

Organizational Culture and Climate: Meaning, Importance and Factors Influencing Organizational Climate.

Organizational Change: Meaning, Importance, Change Process, Resistance to Change, Managing Change.

Organizational Development: Meaning, Objectives, Benefit, OD Process.

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