

## **PS211 Organizational Behavior [4 credits]**

To develop understanding of the concepts related to organizational behavior. To examine dynamics of organizational processes for organizational change and development. This course will introduce students to develop connectivity between concepts and practices of organizations. The aim of the course is to help students to gain organizational behavior from Indian context. The course will prepare students to take up advanced courses in applied psychology.

▶ **References:**

- ▶ **Robbins S.P, Judge T.A & Sanghi S. (2009) Organizational Behaviour, 13<sup>th</sup> Ed, Pearson Prentice Hall.**
- ▶ **Jai.B P. Sinha (2008) Culture and Organizational Behaviour, Sage publications India Pvt Ltd.**
- ▶ **Pareek, U. (2010). Understanding Organizational Behaviour, 2<sup>nd</sup> edition. Oxford University Press: New Delhi.**

1. Module 1: Introduction to organizational behaviour

Topics:

- Nature and Scope of organizational behaviour
- Contemporary Trends and Challenges
- Organizational Behavior: Challenges in the Indian Setting

2. Module 2: Individual and the organization

Topics:

- Employee socialization
- Job satisfaction

3. Module 3: Engagement and Motivation in organization

Topics:

- Work engagement
- Work Motivation: Theories and application
- Psychological Contract
- Organizational Commitment
- Indian perspective

4. Module 4: Dynamics of Organizational Behavior

Topics:

- Organizational culture
- Power and Politics: Influence, sexual harassment
- Organizational politics
- Organizational Values
- Indian perspective on values

5. Module 5: Positive Organizational Behaviour

- Organizational Citizenship Behavior
- Emotional Intelligence

## **Evaluation**

- End Semester Examination: 40%
- Mid Semester Examination: 30%
- Group/Individual Presentation: 15 %
- Group Submissions/Individual Submissions: 15 %