510 ORGANIZATIONAL BEHAVIOR

Introduction and Background: Organizational behavior: Key concepts, An historical perspective on organizational behavior, Organizational behavior and contemporary issues.

Organization: Structure and Design: The nature and purpose of organization, The 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, The contingency approach of organization design, Today’s organizations and various designs, Organizational effectiveness

Organizational Culture: The dynamics of organization’s culture, the basic approaches to organizational culture, the cross-cultural awareness, total quality culture creation, changing and developing cohesive organization’s culture Organizational Change and Development: The nature and typology of organizational change, The diagnosis of forces for change, The 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.


Socialization and Mentoring: The organizational socialization process, The 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: The nature of conflict, Functional versus dysfunctional conflict, Approaches to effective conflict resolution, Conflict stimulation

Text Books:

2. Fred Luthans: Organizational Behavior
4. Robert Kreitner & Angelo Kinicki Organizational Behavior, IRWIN