

Ambedkar University Delhi

Course Outline

Winter Semester (January – May 2018)

School:	Undergraduate Studies			
Programme with title:	BA (Honours)			
Semester to which offered: (I/ III/ V)	VI Semester			
Course Title:	Organizational Behaviour (OB)			
Credits:	4 Credits			
Course Code (new):	SUS1PS733			
Course Code (old):	P16			
Type of Course:	Compulsory	No	Cohort	BA (H) Psychology
	Elective	Yes	Cohort	BA (H) other than Psychology

For SUS only (Mark an X for as many as appropriate):

1. Foundation (Compulsory)
2. Foundation (Elective)
3. Discipline (Compulsory)
4. Discipline (Elective) X
5. Elective X

Course Coordinator and Team: Mr. Gangmumei Kamei

Email of course coordinator: gangmumei@aud.ac.in

Pre-requisites: None

Aim: The course will benefit students both with major in Psychology as well as those from other disciplines. There are various organizations which vary in terms of their vision, mission and goals. But individual, group and structure remains the basic building blocks of those organizations. So, in depth understanding of those basic building blocks and exploring the various elements which affects them is crucial for the organizations survival, effectiveness and efficiency. This course would empower students with greater appreciation of Organizational

Behavior and shape the future organizations with various innovations and creative ideas. Literatures from various sources would be drawn to meet the demands of the course as well as students interest in certain specific areas/topics. This course will be taught by a single faculty and at times experts in specialized fields related to the topics may be invited to make the students understand the deeper aspects of the subject.

Brief description of modules/ Main modules:

1. **Introduction to Organizational Behaviour (OB):** This module introduces to the field of Organizational Behaviour and the contributions of others disciplines like Psychology, Sociology, Anthropology etc in OB. It addresses some of the challenges and opportunities for OB such as improving interpersonal skills, improving quality and productivity, managing workforce diversity, improving ethical behaviour, etc. It will also touch upon some of the organizational structure such as departmentalization, work specialization, chain of command, span of control etc.
2. **Work Motivation:** In this module, students would be exposed to the basics of motivation, definition and some of the early and contemporary theories of motivation such as Maslow theory of need hierarchy, McGregor's theory X and theory Y, Herzberg's two-factor theory, McClelland's theory of needs, Cognitive Evaluation theory, Goal Setting Theory etc. Some experiential exercises would also be introduced to connect theory with practice.
3. **Communication:** Communication is the bloodline of all organizations. It is only through transmitting meaning from one person to another that information and ideas can be conveyed. This module will focus on the communication processes, direction of communication, interpersonal communication, organizational communication and different barriers of effective communication. Group discussions and some experiential exercises would also be introduced for better understanding of the concepts.
4. **Decision Making:** Most of us make decisions almost all the time whether it is a simple decision or crucial one. This module focuses on what decision making is, the link between perception and individual decision making, decision making in organizations, common biases and errors in decision making, organizational constraints on decision making and ethics in decision making.
5. **Leadership:** An organization, institution or a group of people is lead by person(s) who have the ability to influence towards the achievement of a vision or set of goals. This module touches upon what leadership is, the debate of leadership and management, traditional and contemporary theories of leadership, effective leaders

and the challenges to the leadership construct. Students would also be asked to identify some leaders and compare how one leader is different from the other.

6. **Power and Politics in organizations:** This module will focus on definition of power and politics, some of the bases of power, causes and consequences of political behavior and ethics of behaving politically in organizations.
7. **Organizational Culture:** Different organizations have different organizational cultures, values and commitment by employees towards achieving organizational goals. This module will try to address what organizational culture is, functions of culture in organizations, whether organizations have uniform cultures, how employees learn culture etc.

References:

Textbook:

- Robbins S.P. (2011), ‘*Organizational Behavior*’ (Fourteenth ed.), Pearson: Delhi
- Luthans F. (2010), ‘*Organizational Behavior*’ (Twelfth ed.), Tata McGraw-Hill Education: Delhi

Reading List:

Readings would be given to the students one week before the commencement of the class. Students would be given only a part/chapter for each module from selected book(s)/journal, magazine etc. Movie screening, video clips, audio recordings etc related to a particular module would be an ingredient part of the course. The lists of readings are given below:

1. Hellriegel D. (2011), ‘*Organizational Behavior*’ (Thirteenth ed.), South Western Educational Publishing: USA
2. Pareek U. (2012), ‘*Understanding Organizational Behavior*’ (Third ed.), Oxford University Press, USA
3. Robbins S.P. (2010), ‘*Essentials of Organizational Behavior*’ (Tenth ed.), Pearson: Delhi
4. Schermerhorn J.R. (2010), ‘*Organizational Behavior*’ (Eleventh ed.), John Wiley & Sons, Inc.: USA

Tentative Assessment schedule with details of weightage:

S.No	Assessment	Date/period in which Assessment will take place	Weightage
1	Presentations	3rd Week	20%
2	Group Discussions	6 th Week	20%
3	Seminar	10 th Week	20%
4	End Semester Exam	Last week	40%