

Course No. COM - 102
Organisational Behaviour & Theory
Marks - 80

Block : Basic Organisational Concept.

Unit - I : Organisation - Concept and typologies - organization and Environment interface.

Unit - II : Approaches to Organisational Analysis - The Classical Organisation theory and Neo-classical approach.

Unit - III : Systems and contingency approaches - their review and appraisal.

Marks - 16

Block - 2 : Organisation Structure.

Unit - I : Structuring Organisational relationship - authority, power and status relationship.

Unit - II : Departmentation - On choosing a basic for Departmentation, Span of Management.

Unit - III : Centralisation and Decentralisation, Delegation of Authority, Bureaucratisation of Organisation and Unanticipated consequences thereof.

Marks - 16

Block - 3 : Organisational Behaviour

Unit - I : Concept of Determinants of Organisation Behaviour.

Unit - II : Psychological foundation of Human behaviour - Perception, Learning, Attitude and personality.

Unit - III : Individual and Group behaviour, Management assumption about people - Theory X and theory Y. Chris Argyris, Behavioural Analysis and Transactional Analysis.

Marks - 16

Block - 4 : Motivation and Directing of Organisational Behaviour

Unit - I : Motivation - Need Hierarchy theory, Two factor theory, Expectancy model.

Unit - II : Controlling and Behavioural dimensions of control.

Unit - III : Leadership styles, Leadership effectiveness.

Marks - 16

Block - 5 : Organisational Effectiveness and Development.

Unit - I : Organisational Effectiveness - Concept and approaches.

Unit - II : Communication and Making Communication effective.

Unit - III : Management of change and Organisational Development.

Marks - 16