# GUJARAT UNIVERSITY SYLLABUS FOR T.Y.B.B.A. SEMESTER VI

**COURSE CODE-309 ORGANISATIONAL BEHAVIOUR-2**

**Introduction:** Organisational Behaviour is an integration and application of behaviourial sciences to work situations. In a continuous changing environment and culture many opportunities remain for organizational improvement.. Oganisational behaviour provides a human perspective towards organizational effectiveness

**Objectives:** The syllabus of this subject is designed to provide valuable inputs for understanding, reasoning ,predicting and controlling human behaviour.

Various theories and topics have been covered to relate the subject to real-world problems and issues.

## Total Hours: 40 Number Of Credits: 3 Lectures Per Week: 3

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| --- | --- |
| **UNIT** | **WEIGHTAGE** |
| UNIT 1 | 25% |
| UNIT 11 | 25% |
| UNIT 111 | 25% |
| UNIT 1V | 25% |
| TOTAL | 100% |

**UNIT 1: UNDERSTANDING MOTIVATION AND LEADERSHIP**

**Reference book: Organizational Behavior**

**Authors: Stephen Robbins & Seema Sanghi, Publisher: Pearson Education (2006)**

Motivation Models

1. E-R-G Theory
2. David McClleland’s need theory
3. Equity theory
4. Victor Vroom’s expectancy theory (with their implications for managers)

Leadership theories

1. Fiedler’s Contingency model
2. Path-goal theory
3. Hersey & Blanchard’s leadership model Short notes
4. Mentoring
5. Self-leadership
6. Transformational leadership
7. Coaching

## UNIT I1: ISSUES BETWEEN INDIVIDUALS AND ORGANISATIONS(A)

**Reference book: Organizational Behavior**

**Authors: Stephen Robbins & Seema Sanghi, Publisher: Pearson Education (2006)**

Conflicts –meaning & definition Functional and Dysfunctional conflicts Sources of conflicts

Conflict resolving strategies

Organisational Culture

## Reference book for the topics –“Organisational culture & economic contract…..” : Organizational Behavior

**Authors: Keith Davis & Newstrom-11th edition ,Publisher: Tata McGraw**

Meaning & definition

Characteristics of organizational culture

Communication of organizational culture through the process of socialization and individualization

Economic and psychological contract

## UNIT II1: ISSUES BETWEEN INDIVIDUALS AND ORGANISATIONS(B)

**Reference book: Organizational Behavior**

**Authors: Stephen Robbins & Seema Sanghi, Publisher: Pearson Education (2006)**

Counseling –meaning & definition Functions of counseling

Types of counseling

Transactional analysis as a technique of resolving conflicts (including inter-personal orientation and stroking)

Stress –meaning & definition

1. Stress and job-performance relationship
2. Effects of stress
3. Approaches to stress management

Quality Work-Life-meaning & definition Techniques of QWL

## Reference book for the topic –“Quality Work-Life” : Organizational Behavior Authors: Shashi Gupta & Rosy Joshi-7th edition ,Publisher: Kalyani

**UNIT IV: CHALLENGES AND OPPORTUNITIES FOR ORGANISATIONAL BEHAVIOUR**

**Reference book: Organizational Behavior**

**Authors: Stephen Robbins & Seema Sanghi, Publisher: Pearson Education (2006)**

Challenges for O.B.

* 1. Responding to globalization
  2. Improving quality and productivity
  3. Responding to outsourcing
  4. Improving customer services
  5. Improving people skills
  6. Empowering people
  7. Stimulating innovation and change

Ethical Behaviour

1. Employee privacy issues
2. Impact of ethics on bottom-line outcomes
3. Pay and promotion discrimination
4. Sexual harassment

## Reference book for the topic “Ethical Issues”: Organizational Behavior Authors: Fred Luthans, 9th edition, Publisher: McGraw Hill

Managing Internal Work Force

1. Barriers to cultural adaptation
2. Overcoming barriers

## Reference book for the topic –“Managing Internal Work Force” : Organizational Behavior

**Authors: Keith Davis & Newstrom-11th edition ,Publisher: Tata McGraw**

**Suggested topics for seminars and presentations:**

1. Responses to change
2. Model of motivation
3. Informal organizations
4. Assertive behaviour as conflict resolving technique

## Suggested topics for assignments:

i) Job satisfaction and performance –effort loop

1. Sources of stress
2. Traits of leadership
3. Gender issues at work place