



# SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

COURSE TITLE	<b>Managing Individuals and Groups in Organizations</b>	
<b>Course Learning Outcomes:</b> <ol style="list-style-type: none"><li>1. To develop an understanding about basic elements that shape human behaviour in an organisation.</li><li>2. To provide an in-depth look at human behavior at workplace from an individual, group and organizational perspective.</li><li>3. To discuss the concepts related to Personality and attitude, Perception and motivation, leadership, change management, stress management and organizational culture.</li></ol>		
<b>Gist of this course in maximum 3 to 4 lines</b>	This course provides an overview of the aspects related to human behavior at workplace from individual, group and organizational perspectives. It discusses the issues like Personality and attitude, Perception and motivation, leadership, change management, stress management and organizational culture.	
Unit	CONTENTS OF THE COURSE	No. of Lectures
1.	<b>Fundamentals of Organisational behavior</b> <ol style="list-style-type: none"><li>1.1 Definition, Scope and importance of organisational behavior,</li><li>1.2 Disciplines contributing to the OB field</li><li>1.3 Models of OB (autocratic, custodial, supportive, collegial and systems)</li><li>1.4 Challenges and opportunities for OB</li></ol>	10
2.	<b>Personality and Attitude</b> <ol style="list-style-type: none"><li>2.1 Meaning and determinants of personality, Johari window</li><li>2.2 Meaning of attitudes, The components of an attitude</li><li>2.3 The major job attitudes - job satisfaction, Organisational Citizenship Behavior (OCB), job involvement, Organizational commitment, Employee engagement.</li></ol>	10
3.	<b>Perception and Motivation</b> <ol style="list-style-type: none"><li>3.1 Meaning of Perception, factors influencing perception</li><li>3.2 Definition and concept of Motivation</li><li>3.3 Theories of motivation (Maslow's need hierarchy theory, Herzburg's two factor theory, McClelland's Theory, McGregor's Theory X and Y), related cases.</li></ol>	8
4.	<b>Group behavior and Leadership</b> <ol style="list-style-type: none"><li>4.1 The concept of Group, the five stage model of group development (forming, storming, norming, performing, adjourning)</li><li>4.2 Team building</li></ol>	10

	<b>4.3</b> Concept of Leadership, Situational leadership, Transactional and transformational leadership, related cases.	
<b>5.</b>	<b>Organisational change management and Stress management</b> 5.1 Meaning, Forces for change 5.2 Lewin's three step model of change 5.3 Resistance to change and Overcoming resistance to change 5.4 Stress management, Meaning of stress <b>5.5</b> Potential sources of stress, Consequences of stress, Individual and organizational approaches to manage stress.	<b>8</b>
<b>6.</b>	<b>Organisational Culture</b> 6.1 The concept of Organisational culture 6.2 The functions of culture, Culture and innovation <b>6.3</b> How employees learn culture? – Stories, Rituals, Symbols, Creating a positive organisational culture	<b>8</b>
	<b>Total Number of Lectures</b>	<b>54</b>

**Suggested Reference Books:**

1. Robbins, S. P., Judge, T. A., & Vohra, N. (2011). Organizational Behaviour. Pearson Education Asia.
2. Aswathappa, K. (2016). Organisational Behaviour(Text, Cases and Games), 12th Ed. Bangalore: Himalaya Publication.
3. Fincham, Robin; Rhodes, Peter; (2010).Principles of Organizational Behavior, Oxford University Press
4. Fred Luthans – Organisational Behaviour
5. Udai Pareek -Understanding Organisational Behaviour
6. L.M.Prasad - Organisational Behaviour