



# Symbiosis College of Arts and Commerce

(An Autonomous College Affiliated to University of Pune)

Subject code		Semester	I	II	III	IV	<b>V</b>	VI	M.Com.	I	II	III	IV
Title of Subject (For F.Y. as appeared in the prospectus) (For S.Y. & T.Y. titles can be as per the approval of BOS)	<b>T.Y.B.A. – SEM V</b> <b>Organizational Behaviour (OB)</b>												
Objectives	1. To acquaint the students with: The nature of organizational behaviour 2. Models of leadership and importance of empowerment in organizations. 3. To help the students understand the concept of conflict, communication and stress. And understand the process of counseling 4. To enable students understand the different approaches to motivation.												
<b>Detailed syllabus</b>													
Unit	Contents of the syllabus												Number of Lectures
1	<b>Title of the topic : FUNDAMENTALS OF ORGANIZATIONAL BEHAVIOUR</b> Contents : 1.1. Nature of organizational behaviour 1. 2. Models of OB: Autocratic, Custodial, Supportive, Collegial, System 1.3. Trends of OB 1.4. Organizational culture, Organizational Structure												14
2	<b>Title of the topic: LEADERSHIP, POWER AND EMPOWERMENT</b> 2.1. Behavioural approach to leadership style. 2. 2. Contingency approach to leadership: Fiedler’s contingency model; Hersey & Blanchard’s situational leadership model; path goal model; and Vroom’s decision making model. 2. 3. Emerging approaches to leadership: Transactional leadership, transformational leadership; substitutes and enhancers for leadership; and self & super leadership, Leadership potential 2. 4. Empowerment: Meaning, process, and programs for participation												14
3	<b>Title of the topic : COMMUNICATION, CONFLICT AND STRESS</b> 2.1 Organizational communication: Meaning, functions, directions and methods of improving communication, types (formal-informal, electronic) (Robbins). 2. 2. Interpersonal and inter-group conflicts, work-family conflict (Schultz & Schultz), strategies for conflict resolution. 2. 3. Work stress: Sources, consequences, managing stress (individual and organizational approaches) 2. 4. Employees counselling.												14
4	<b>Title of the topic : MOTIVATION</b> Contents : 4.1 What is work motivation? 4.2. Using motivation theory at work 4.3 Need theories: McClelland, Maslow’s need hierarchy and Herzberg 4.4 Cognitive theories: Goal Setting Theory. Vroom’s Theory												12
Total Number of Lectures												54	

**Suggested Reference Books**

1. Berry, L.M. (1998), reprint 2010. Psychology at work: An introduction to Industrial and
2. Organizational Psychology. N.Y.: McGraw-Hill International Editions.
3. Aamodt, M.G. (2007). Industrial and organizational psychology: An applied approach. US: Thomson & Wadsworth.
4. Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8th ed. N.D.: Pearson Edu.
5. Robbins, S.P.; Judge, T.A.; and Sanghi, A. (2009). Organizational behaviour. N.D.: Pearson Prentice Hall.
6. McShane, et al. (2006). 1st reprint. Organizational behaviour. N.D.: Tata McGraw-Hill
7. Miner, J.B. (1992). Industrial-Organizational Psychology. N.Y.: McGraw-Hill
8. Pandit, R., Kulkarni, A.V. & Gore, C. (1999). Manasashastra: Audyogik aani vyavasayik upayojan. Nagpur: Pimpalpure & Co.
9. Luthans, F. (1995). Organizational behavior (7th ed). New York: McGraw- Hill, inc.
10. Robbins, S.P. & Sanghi, S. (2007). Organizational behavior (11th ed.). New Delhi: Pearson Education.

**Suggested Journals**

1. .Journal of Applied Psychology
2. .Journal of Organizational Behaviour

**Web sites :**

1. .[www.apa.org](http://www.apa.org)