



# Indraprastha College for Women

## University of Delhi

Course Name:	B. Com(H)
Paper Title:	ORGANISATIONAL BEHAVIOUR
Unique Paper Code:	2413082001
Semester:	III
Faculty(s):	T. JEYA CHRISTY
Year:	2024-25

<b>Work Plan</b>			
Period	Unit No.	Learning Objective	Topics to be Covered
1 <sup>st</sup> Aug -3 <sup>rd</sup> Aug	3	Communication and Motivation	Introduction; Communication — Understanding Communication
5 <sup>th</sup> Aug-10 <sup>th</sup> Aug	3	Communication and Motivation	Persuasive communication; Communication styles;
12 <sup>th</sup> Aug-17 <sup>th</sup> Aug	3	Communication and Motivation	Transactional Analysis (TA), Johari Window.
19 <sup>th</sup> Aug-24 <sup>th</sup> Aug	3	Communication and Motivation	Motivation — Why people work; Need theories -Maslow's need hierarchy, ERG Theory
26 <sup>th</sup> Aug-31 <sup>st</sup> Aug	3	Communication and Motivation	McClelland's Theory; Theory X and Theory Y; Two Factors Theory
2 <sup>nd</sup> Sep-7 <sup>th</sup> Sep	3	Communication and Motivation	Contemporary Theories of motivation- Self-Determination Theory, Goal-setting Theory
9 <sup>th</sup> Sep-14 <sup>th</sup> Sep	3	Communication and Motivation	Reinforcement Theory, Self-efficacy Theory
16 <sup>th</sup> Sep-21 <sup>st</sup> Sep	4	Group Behaviour and Leadership	Formation of Groups; Group Behaviour - concepts, types- group norms, group roles, and group cohesiveness
23 <sup>rd</sup> Sep-28 <sup>th</sup> Sep	4	Group Behaviour and Leadership	Groups Vs Teams; Group decision making — process and type
30 <sup>th</sup> Sep-5 <sup>th</sup> Oct	4	Group Behaviour and Leadership	Organisational conflict — nature, sources, and resolution strategies
7 <sup>th</sup> Oct-12 <sup>th</sup> Oct	4	Group Behaviour and Leadership	Leadership - Concept and theories; Styles of leadership
14 <sup>th</sup> Oct-19 <sup>th</sup> Oct	4	Group Behaviour and Leadership	Behavioural and Situational approach; Leadership grid
21 <sup>st</sup> Oct-26 <sup>th</sup> Oct	4	Group Behaviour and Leadership	Contemporary leadership issue.
28 <sup>th</sup> Oct-2 <sup>nd</sup> Nov			MID SEMESTER BREAK

4 <sup>th</sup> Nov-9 <sup>th</sup> Nov	5	Dynamics of Organisational Behaviour	Organisational culture- concept and determinants
11 <sup>th</sup> Nov-16 <sup>th</sup> Nov	5	Dynamics of Organisational Behaviour	Organisational change- importance, types of change, resistance to change, managing change
18 <sup>th</sup> Nov-23 <sup>rd</sup> Nov	5	Dynamics of Organisational Behaviour	Stress- individual and organisational factors, prevention and management of stress.
25 <sup>th</sup> Nov-27 <sup>th</sup> Nov	3 to 5		Revision
28 <sup>th</sup> Nov	DISBERSAL OF CLASSES		

Unit	TOPICS
III	<p><b>Communication and Motivation :-</b> Communication — Understanding Communication; Persuasive communication; Communication styles; Transactional Analysis (TA), Johari Window.</p> <p>Motivation — Why people work; Need theories (Maslow's need hierarchy, ERG Theory, McClelland's Theory); Theory X and Theory Y, Two Factors Theory; Contemporary Theories of motivation (Self-Determination Theory, Goal-setting Theory, Reinforcement Theory, Self efficacy Theory).</p>
IV	<p><b>Group Behaviour and Leadership:-</b> Formation of Groups; Group Behaviour - concepts, types- group norms, group roles, and group cohesiveness; Groups Vs Teams; Group decision making — process and types; Organisational conflict — nature, sources, and resolution strategies</p> <p>Leadership - Concept and theories; Styles of leadership; Leadership continuum; Trait, Behavioural and Situational approach; Leadership grid; Contemporary leadership issue.</p>
V	<p><b>Dynamics of Organisational Behaviour:-</b> Organisational culture- concept and determinants; Organisational change- importance, types of change, resistance to change, managing change; Stress- individual and organisational factors, prevention and management of stress.</p>
S. No.	Name of Authors/Books/Publishers
1.	Greenberg, J. (2015). Behaviour in organisations, 10 <sup>th</sup> edn. Pearson Education India.
2.	Hersey, P. K., Blanchard, D., & Johnson, D. (2013). Management of organisational Behaviour. Pearson
3.	Luthans, F. (2017). Organisational Behaviour-An evidence based approach, 12 <sup>th</sup> edn.. McGraw-Hill Education
4.	Pareek, U. (2014). Understanding Organisational Behaviour. Oxford University Press.
5.	Robbins, S. T., Judge, T. A. (2019). Essentials of organisational Behaviour. Pearson.
6.	Singh, K. (2015). Organisational Behaviour: Texts & Cases, 3 <sup>rd</sup> edn. India: Pearson. Additional Resources