

DEPARTMENT OF HUMANITIES & SOCIAL SCIENCES

Programme: B. Tech (Minor in Psychology)

Course Title: Organizational Psychology

Course Category: Minor

Course Code: HSMP 305

Credits: 3 (L-3)

Semester: 6th

Course Objectives

To enable the student to understand organizational behaviour and to learn about conflict and stress and its management in organisational settings.

Instructions for Examiner

The number of questions to be set will be five, one from each unit. The examinees will be required to attempt all five questions. All questions shall carry equal marks.

UNIT I

Defining organisation; analysing behaviour in Organisation at different levels; Need and Importance of Organisational Behaviour. Challenges and opportunities before Organisational behaviour. Goals and Scope of Organization; Organization Structure-Types – Organisational behaviour Models.

UNIT II

Work Attitudes: Characteristics, Components and Formation of attitude; Job satisfaction – factors, outcomes; Organisational commitment- types, consequences. Work Motivation: Meaning – primary, secondary and general motives; theories of motivation. Job design and motivation.

UNIT III

Concept of groups - Basic groups- group formation. Transactional Analysis. Leadership: Functions of a leader-Types of Leadership, Decision Making: Individual decision making, Group decision making - Interacting group method, Delphi technique, Nominal group method.

UNIT IV

Meaning of conflict - The processes of conflict, Types and sources of conflict, Resolution of conflict. Meaning of stress- Work stressors - Consequences and management of stress, Individual and Organisational Stressors; Effects –Physical; Psychological and Behavioural; Coping Strategies-Individual and Organisational. Balancing work and life.

Course Outcomes

At the end of the course, student will be able to develop a comprehensive understanding of organisational behaviour and its significance in various organisational contexts.

References

1. Luthans, F., Luthans B.C, & Luthans K.W. (2015). Organizational Behavior. (13th Edition) Information Age Publishing
2. Pareek, U. (2008). Understanding organizational behaviour. Oxford University Press.
3. Robbins, S.P. (2005) Essentials of Organizational Behaviour, 8th ed. New Delhi: Prentice Hall India Pvt. Ltd

4. Robbins, S. P. & Judge, T.A. & Vohra, N. (2018). Organizational Behavior. Pearson Education