

M.Com. Part I

Sub: Management Concept and Organizational Behaviour
[New Course From , June-2006]

Objective :

The Objective of this course is to help students understand the conceptual framework of management and organizational behaviour.

Course Inputs:

Unit-I

(A) Schools Of Management Thought :

Scientific process, human behavior and social system school; Decision theory school; quantitative and system school ; contingency theory of management.

(B) Managerial Function :

Planning concept, significance, types, organizing-concept, Principles, theories, types of organization, authority, responsibility, power, delegation, decentralization, staffing; directing; co-ordinating; control-nature, process and techniques.

Unit-II

(A) Organisational Behaviour:

Concept and significance, relation between management and organizational behaviour; emergence and ethical perception; attitudes perception; Learning; Personality.

(B) Transactional Analysis Motivation :

Process of motivation; theories of motivation-need-hierarchy theory, theory X and Y, two factor theory, alderfer's ERG theory, Mc Clelland's learned need theory, victor Vroom's expectancy theory, Stacy Adams equality theory.

Unit-III

(A) Group Dynamics And Team Development :

Group dynamic-definition and importance, types of group formation, Group development, Group composition, Group performance factors; principle centered approach to team development.

(B) Leadership :

Concept Leadership styles; theories - trait theory, behavioral theory, Fielder's contingency theory; Harsey and Blanchard's situational theory; Managerial grid; Likert's four systems of leadership

Unit-IV

(A) Organisational Conflict

Dynamics and management; source, patterns, levels and types of conflict, Traditional and modern approaches to conflict; Functional and dysfunctional organizational conflicts, Resolution on conflict.

(B) Organisational Conflict :

Concept Need for change, Resistance to change; Theories of planned change; Organisational diagnosis; OD intervention.

Structure of question paper**Total Marks:-100
Time:- 3 hours.**

Question Number	Unit	Marks	Note
1(A) or (A)	1(A)	13	} 25
1(B) or (B)	1(B)	12	
2(A) or (A)	2(A)	13	} 25
2(B) or (B)	2(B)	12	
3(A) or (A)	3(A)	13	} 25
3(B) or (B)	3(B)	12	
4(A) or (A)	4(A)	12	} 25
4(B) or (B)	4(B)	13	

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