

**MSWC401 :**

**ORGANIZATIONAL BEHAVIOUR AND EMPLOYEE DEVELOPMENT**

**Unit-1: Foundations of Organizational Behaviour**

- Historical Background ; Hawthorns Studies ;
- Nature and critical bases of organizational behaviour ;
- Organizational behaviour model ;
- Emerging organizations ; Information base ; total quality and organizations.

**Unit-2: Global and cultural diversity:**

- Contemporary challenges; diversity and ethics ;
- Managing diversity ;
- Ethics and ethical behaviour in organizations.

**Unit-3: Micro- Perspective of Organizational behaviour :**

- Perceptual processes Impression management ;
- Personality attitudes and values ;
- Motivation ;Needs, Content and processes ;
- Motivation performance through job design and goal setting ;
- Learning processes, Reward System and Behavioural Management.

**Unit-4: Macro perspective of organizational Behaviour :**

- Communication Technology and Interpersonal Process;
- Decision making ;
- Organizational theory and design ;
- Organizational Culture.

**References:**

1. Luthans, Fred (1995) Organizational Behaviour (VII ed)New Delhi : McGraw Hill
2. Robbins, Stephen P. (1996) Organizational Behaviour (VII ed) New Delhi
3. Korman K. Abraham, Organisational Behaviour,
4. Engene Sehneider, Industrial Sociology
5. Gangadhara Rao & VSP Rao, Organisational Behavi our, Konark Pub. Pvt. Ltd, New Delhi, 1987.