

Programme Name	Master of Commerce
Semester	First
Paper No	1.1
Course Code	
Course Name	Management Concept and Organizational Behaviour
Course Type	Core Course
Effective from	JUNE 2011
Objective	To understand the conceptual framework of management and organizational behaviour.

Unit No.	Topic No.	Content	Hrs.	Marks W + %	Credit
1	A	Schools of Management Thoughts Meaning and need of management theory, Concept of Scientific, human behavior, social system, system, decision theory, quantitative and contingency school of management, Conflict between various management schools.	08	13	0.5
	B	Managerial Functions Definition, features, advantages, disadvantages and types of planning. Definition, principles, importance of organizing and classical theory, neoclassical theory, system theory and contingency theory of organization. Authority and responsibility: relationship between authority and responsibility, features, sources, and types of authority, importance of delegation of authority and authority v/s power. Centralization v/s decentralization. Definition and features of staffing, directing and co-ordinating. Definition, features, process and techniques of controlling.	07	12	0.5
2	A	Organization Behavior Meaning, features, importance and origin of organization behavior, relationship between management and organization behavior. Definition, features, importance and factors affecting attitude, perception, learning and personality	08	13	0.5
	B	Motivation Definition, features and importance of motivation Theories of motivation – Need hierarchy theory, Two factor Theory, Theory X and Y, Alderfer's ERG Theory, Mc Clelland's learned need theory, Vector, Vroom's expectancy theory and Adams equity theory.	07	12	0.5
3	A	Group Dynamic and Team Development Process of group formation and development and factors affecting group performance. Meaning and characteristics of team and team v/s group.	08	13	0.5
	B	Leadership	07	12	0.5

		Definition, features and styles of leadership. Leadership theories – Trait theory, Fielder's contingency theory, Hersey and Blanchard's situational theory, managerial grid and Likert's four systems of leadership.			
4	A	Organizational Conflict Definition, features, sources and types conflict, approaches to conflict, concept of functional and dysfunctional organization conflict, process of conflict and resolution of conflict.	08	13	0.5
	B	Organizational Development Meaning and need of change, causes of change, resistance to change, theories of planned change and organizational development intervention (overcoming resistance to change)	07	12	0.5

References:

1. Hersey, Paul, Kenneth H Blanchard and Dewey E. Johnson, Management of Organization Behaviour: Utilizing human resources, Prentice Hall, New Delhi.
2. Koontz, Harold, O'Donnell and Heinzl Weihrich, Essential of Management,
3. Tata McGraw Hill, New Delhi.
4. Luthans Fred, Organizational Behavior, Tata McGraw Hill, New Delhi.
5. Prasad L. M., Organization Theory and Behavior, S. Chand and Co., New Delhi.
6. Robinson Stephen P, Organization Behavior, Prentice Hall, New Delhi.
7. Sukla, Madhukar, Understanding Organizations: Organization Theory and Practice in India, Prentice Hall, New Delhi.

