SYLLABUS

Learning outcomes : Study of the modules will help learners :

1. To understand the factors that impact behavior in an organisation
2. To become familiar with attitudes and motivation
3. To gain insights into power and politics in an organisation
4. To appreciate the need for change and managing change and stress in an organization

Module – I : Individual and Organisation

a) Factors affecting individual behavior – personal, environmental and organizational
b) Nature and Determinants of Personality
c) Personality Traits – Big Five, Locus of Control, Self-Esteem, Type A/Type B Personality, Risk Taking Machiavellianism, Self Monitoring
d) Personality and OB
e) Matching jobs with personalities
f) Abilities and skills

Module – II : Work, Attitudes and Motivation

a) Meaning of attitudes and how they are formed
b) Power and purpose of motivation
c) Theories of motivation – Locke's goal setting theory, Vroom's expectancy theory. Porter and Lawler's model, Adam's equity theory, McClelland's theory of needs.
d) Managing rewards – Job status based rewards, Competency based rewards, performance based rewards
e) Empowerment and Self Managed Teams
f) Quality of work life

Module – III : Groups in Organisations

a) Power – Dynamics, sources and tactics
b) Politics – Essence. Types of political activities
c) Ethics of power and politics
d) Managing political behaviour
e) Conflicts – Nature and functional and dysfunctional conflict
f) Conflict resolution and negotiation process

Module – IV : Organisational Change and Stress Management

a) Meaning of change and factors leading to change
b) Planned change and resistance to change
c) Sources of stress
d) Stress Management – Individual & Organizational Strategies
e) Managing conflict during change initiatives.
f) Impact of stress on performance

Question Paper Pattern

Duration : 2 Hours **Total Marks : 60**

Q. No.	Module	Number of questions and choice	Marks
1	I	Any two out of three	15
2	II	Any two out of three	15
3	III	Any two out of three	15
4	IV	Any two out of three	15