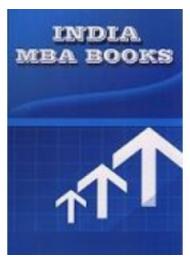
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ORGANISATIONAL BEHAVIOUR Unit-I: IntroductionConceptual Foundation of Organisational Behaviour; Nature and Characteristics; Determinants; Contributing Disciplines; Challenges and Opportunities for Organisational Behaviour, Models and Approaches of Organisational Behaviour, OB and Emotional Intelligence. Unit-IIa)

Perception, Attitude, and Values: Nature, Process, Importance, Factors Influencing Perception; Attribution Theory of Perception; Issues

Involved in Perception: Selective Perception, Halo Effect, Contrast Effect, Projection, Stereotyping: Concept of Pygmalion Effect; an overview of Emotions, Values, Beliefs and Attitudes with Managerial Implications.b) Learning: Concept; Theories of Learning: Conditioning, Social Learning, Managerial Implication of Learning Motivation: Concept, Major Theories and Process of Motivation: Theories.c) Maslow's Need-Hierarchy Theory; Herzberg's Motivation-Hygiene Theory; Mcgregor's Theory X and Theory Y; Cognitive Evaluation Theory; Goal-Setting Theory; Reinforcement Theory; ERG Theory; Vroom's Expectancy Theory; Job Design Theory; Equity Theory; Integrating Contemporary Theories of Motivation; Culture-Boundedness of Motivation Theories; Managerial Implications of Various Theories; Linking Recognition Programmes and Reinforcement Theory; Linking Employee Involvement Programmes and Motivation Theories. Unit-IIIa) Personality: Concept and Determinates; Types and Traits; Major Personality Attributes Influencing Organisational Behaviour; Locus of Control; Machiavellianism; Self-Esteem; Self-Monitoring; Risk-Taking; Personality; Proactive Personality' Personality and National Culture; Holland's Typology of Personality and Congruent Occupations.b) Leadership: Concept and **Functions:** Style and **Theories** Leadership: Behavioural of Traits. Situational/Contingency Groups of Theories; Inspirational approaches to Leadership; Charismatic Leadership, Transformational Leadership, and Transactional Leadership, Contemporary Leadership Roles; Challenges to the Leadership Construct; Substitutes and Neutralizers to Leadership.c) Stress: Concept; Consequences and sources; Stress Management: Approaches. Unit-IVa) Group Behaviour: Groups: Concept and Classification; Stages of Group Development; Group Structure; Roles and Norms; Premise and Issues; Group Decision-Making: Group vs. Individual; Groupthink and Groups Shift; Group Decision Making Techniques and Process.b) Relationships: Understanding Self and Others; Developing Interpersonal Relationships; Transactional Analysis; Johari Window.c) Conflict Management: Concept; Causes: Types; Stages; Effects; Management of Conflicts. **Unit-V**a) **Organisation Power and** Politics: Concept; Sources and Classification; Power Tactics; Coalitions; Organisational Politics: Concept and People's Response to Organsational Politics, The Concept of Organisational Culture: Concept; Dominant Culture; Impressing Management.b) Strong vs. Weak Cultures; Creating and Sustaining Culture; Employees Learning of The a Customer-Responsive Culture.c) Culture; Creating **Organisational** Changes: Concept and Forces for Change; Managing Planned Changes; Resistance to Change; Approaches to Manage Organisational Change; Organisational Development; Culture-Boundedness of Managing the Change.

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