



# ALAGAPPA UNIVERSITY

(A State University Accredited with A+ Grade by NAAC (CGPA: 3.64)  
in the Third Cycle and Graded as Category-I University by MHRD-UGC)

Karaikudi - 630003, Tamil Nadu, India.



## DEPARTMENT OF POLITICS AND PUBLIC ADMINISTRATION

### Value Added Course

# ORGANISATIONAL BEHAVIOUR

Course Code : **PPAVAC-03**

Session : **Dec 2023 - Jan 2024**

Duration : **30 Hours**

Course Coordinator : **Ms. A. Sumithira**

### Learning Outcomes :

- Students will develop a deeper understanding of human behaviour in an organizational setting
- Students will understand various elements and levels of Organizational Behaviour.
- Students will cultivate and strengthen group performance, resource management and organizational dynamics.



### Course Content :

- Understand human behaviour in organisational settings
- Interpersonal effectiveness
- Group Dynamics
- Organizational conflict resolution
- Organisational culture
- Organisational change and Development

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<b>COURSE CODE:</b> PPAVAC-03	<b>ORGANIZATIONAL BEHAVIOUR</b>	<b>HOURS: 30</b>
<b>Objectives</b>	<ul style="list-style-type: none"> <li>• To understand the need for the study of organizational behaviour</li> <li>• To develop an understanding about individual and group behaviour in the organization</li> <li>• To develop skills for the implementation of change in an organization</li> </ul>	
<b>Unit I</b>	<b>Introduction to Organizational Behaviour:</b> Introduction- Nature, Scope and Development, OB Models	
<b>Unit II</b>	<b>Personality:</b> Meaning & Definition, Determinants of Personality, Personality Traits, Personality & OB. <b>Perception:</b> Meaning, Perceptual process, perception and OB	
<b>Unit III</b>	<b>Learning and Behaviour Modification:</b> Learning process, Theories of Learning, Attitude - Characteristics and Components of Attitude, Attitude and Behaviour, Attitude Formation, Measurement of Attitude, Attitude and Productivity	
<b>Unit IV</b>	<b>Group Behaviour:</b> Formation – Groups in organizations– Group dynamics –Interpersonal Communication - Team building - Conflict: Nature of Conflict & Conflict Resolution	
<b>Unit V</b>	<b>Organisational Culture:</b> Meaning & Definition, Culture & Organisational Effectiveness-organisational Change.	
<b>Reference:</b>		
Robbins, Stephen P. (2010). Organizational Behaviour. New Delhi: Prentice Hall.		
Davis, Keith. (2010). Organizational Behavior: Human Behavior at Work. New York: McGraw Hill.		
Gordon, Judith R. (2001). Organizational Behavior: A Diagnostic. New Delhi: Prentice Hall.		
Aswathappa, K. (2010). Organizational Behaviour. Mumbai: Himalaya Publishing House Pvt. Ltd		
<b>Course Outcome</b>	<ul style="list-style-type: none"> <li>• Students would gain knowledge individual and group behaviour in the organization</li> <li>• Students would develop skills for the implementation of organizational change for effective functioning of the organization.</li> </ul>	