

**Part B**  
**Programme: Master of Commerce (Semester II) NEP**

Code of the Course/Subject	Title of the Course/Subject	Total Number of Periods
M.COM. NEP/23	<b>Organizational Behaviour and Development</b>	60

**Course Outcomes:**

1. Student Understand decision making process both at individual level and ingroup.
2. Student Understand Power, Politics, and Accomplishing organizational goals.
3. Students demonstrate ability to manage conflicts.
4. Students will determine Leadership style according to the situation.

Unit	Content	No.ofPeriods
I	<b>INDIVIDUAL BEHAVIOUR</b> 1.1 Attitudes -conceptandformation, Perception-concept,process. 1.2 Learning-meaningandtheories. Personality-meaningandtraits 1.3 Transactionalanalysis-concept,typesoftransactions 1.4 Motivation-Conceptand MaslowandHerzbergtheories.	12
II	<b>GROUPBEHAVIOUR</b> 2.1 Groupdynamics-meaningandimportance. 2.2 Typesofgroupsandgroupformation 2.3 LeadershipStyle- MeaningandConcept. 2.4 Principlecenteredapproachtoteamdevelopment	12
III	<b>ORGANIZATIONALBEHAVIOUR</b> 3.1 Organizationalcommunication-process,typesandbarriers 3.2 Organizationalconflict-meaning,sourcesandtypes, Measures of Conflict Resolution 3.3 Organizationalchange-concept,need, andresistancetoChange 3.4 Organizationaldiagnosis-conceptandtechnique.	12
IV	<b>Organization Development:</b> 4.1 Concept and Theory of Development, 4.2 Managing OD Process 4.3 Steps in OD, General OD Competencies, 4.4 OD Skills, Evaluation of OD	12
V	<b>Organizational Interventions:</b> 5.1Designing Interventions 5.2 Interpersonal Interventions 5.3Team Interventions 5.4 Inter-group Interventions	12

**BOOKSRECOMMENDED**

1. Theory of OD & Change; Cummings/Worley Cengage Learning
2. OD Behavior Science, Intervention for Org. Improvement; Wendell L.French (ecil H. Bell Jr.),PHI
3. Human Resource Management; P Subba Rao, HPH
4. HRD (Foundation framework Application) Werner Destmone, Cengage Learning
5. OrganizationalBehaviorbyS.S.Khanka.S.Chand&Company.
6. OrganizationalBehaviorbyNewsroomandDavis.TataMcGrawHill