

SARDAR PATEL UNIVERSITY
Programme: BBA(General)
Semester: V
Syllabus with effect from : JUNE 2013

Paper Code: UM05EBBA03	Total Credit: 3
Title Of Paper: Advance Human Resource Management - I	

Unit	Description in detail	Weighting (%)
1	Organizational Behaviour Meaning, Definition, historical development, contributing disciplines, factors affecting Human behavior at work, S-O-B-C model of human behavior.	25 %
2	Individual Behaviour Concept of personality, determinants of personality. Freudian and Neo Freudian stages of personality development, Concept of learning, factors affecting learning, classical and operant conditioning theory, reinforcement principle.	25 %
3	Group Dynamics Concept, stages of group development, types of groups, group norms, cohesiveness, decision making techniques to improve group decision making.	25 %
4	Organizational Change Concept, nature, influencing factors, planned change, change process, Resistance to change, overcoming resistance to change.	25 %

Basic Text & Reference Books

- Organizational behavior by Fred Luthans
- Organizational behavior by Stephen Robbins
- Organizational behavior by Keith Davis
- Organizational behavior by L M. Prasad
- Organizational behavior by K. Aswathappa

