

**SARDAR PATEL UNIVERSITY**  
**Programme : B.Com.**  
**Semester : II**  
**Syllabus with effect from : November/December-2018**

<b>Paper Code :UB02DCOM28</b>	<b>Total Credit : 3</b>
<b>Title of Paper :Human Resource Management (Organizational Behaviour II)</b>	

**Objectives:** The Objectives of the course is to acquaint students with Perception, Conflicts Management, Organizational Culture and Development.

Unit	Description in Detail	Weighting(%)
<b>1</b>	<b>Perception</b> Concept – Sensation V/s Perception, Importance, Perceptual Process, Perceptual Selectivity, Developing Perceptual Skill.	<b>25%</b>
<b>2</b>	<b>Conflicts Management</b> Concept, Stages Of Conflict Episode, Positive & Negative Aspects of Conflict, Conflict Management.	<b>25%</b>
<b>3</b>	<b>Organizational Culture</b> Concept, Characteristics, Types, Functions, Steps For Developing a sound Organizational Culture.	<b>25%</b>
<b>4</b>	<b>Organizational Development</b> Concept, Nature, Process, Types of OD Interventions, Future Trends of OD Interventions.	<b>25%</b>

**Basic Text & Reference Books**

- Organizational Behavior By Fred Luthans
- Organizational Behavior By Stephen Robbins
- Organizational Behavior By Keith Devis
- Organizational Behavior By L.M.Prasad
- Organizational Behavior By K.Asawathappa