

SARDAR PATEL UNIVERSITY
B.Com. Semester: II
Syllabus with Effect From: November/December-2019

Paper Code :UB02DCOM57	Total Credit : 3
Title of Paper :Human Resource Management (Organisational Behaviour – I)	

Objectives: The Objectives of the course is to acquaint students with Organizational Behavior, Group Dynamics and Organizational Change.

Unit	Description in Detail	Weighting(%)
1	Organizational Behavior Meaning, Definition, Historical Development, Contributing Disciplines, Factors Affecting Human Behaviour at Work, S-O-B-C Model of Human Behaviour.	25%
2	Individual Behaviour Concept Of Personality, Determinants of Personality, Freudian& Neo Feudian stages of Personality Development. Concept of Learning, Factors Affecting Learning, Classical & 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 Devis
- Organizational Behavior By L.M.Prasad
- Organizational Behavior By K.Aswathappa