

**SARDAR PATEL UNIVERSITY**  
**Programme & Subject: Master of Human Resource Development (MHRD)**  
**Semester: I**  
**Syllabus with Effect from: June - 2013**

<b>Paper Code: PA01CHRD03</b>	<b>Total Credit: 4</b>
<b>Title Of Paper: Social Processes &amp; Behavioural Issues</b>	

Unit	Description in Detail	Weightage (%)
I	<b>Introduction to Organizational Behavior</b> Organization as Social System, Definition and Scope of Organizational behavior, Discipline contributing to Organizational Behavior, Historical perspective of Organizational Behavior, Scientific management, Behavioral approach to management, Contingency approach.	25%
II	<b>Foundations of Individual Behavior and Personality</b> Biological foundations of behavior, Causes of human behavior, inherited characteristics of behavior, Environmental effect on behavior, Behavior as an input –output system, Behavior and performance. Personality an Introduction, Type A and Type B personality, Personality dimensions, Introvert and Extrovert personalities, Personality Theories.	25%
III	<b>Perceptual Processes, Attitude &amp; Job Satisfaction</b> Definition of perception, Major influence on the perception process, Perceptual selectivity, Factors affecting perception, Perception and attribution, organization implication with regard to perception. Meaning importance and Relevance of values to organizational behavior, Types of values, components and functions of attitudes, Link between Attitudes and Organizational behavior, Overcoming barriers to change attitudes, Concept of Job satisfaction, factors affecting job satisfaction, Ways of measuring Job satisfaction, Impact of job satisfaction on work performance.	25%
IV	<b>Groups &amp; Conflict – Management</b> Basic attribution of groups, Reasons for group formation, Types of groups, group cohesiveness, Group norms, Conflict – Inter dependence of groups, Differentiation of groups, Nature of conflict in organizations, changing view of conflict, Types of conflict Transactional Analysis, Levels of conflict, Conflict management.	25%

**Basic Text & Reference Books:-**

- Singh Nirmal(1983) Managing behavior in Organisations, Deep & Deep.
- Feldman Daniel C, Arnold Hugh (1988) organizational Behaviour, McGrawhill.
- Robins Stephen P. (1994) Essentials of Organizational Behaviour Prentice Hall.
- Pareek Udai (1996) Organisational Behaviour Processes, Rawat
- Rao V S P (1991) Contemporary Studies in Organisational behavior, Discovery.
- Tyagi Aehna (1998) Organisational Behaviour, Excel
- Greenberg Jerald, Baron Robert A (2004) Behaviour in orgnations, Pearson.

