

**SARDAR PATEL UNIVERSITY**  
**Programme & Subject: Master of Human Resource Development (MHRD)**  
**Semester: III**  
**Syllabus with Effect from: June - 2014**

<b>Paper Code: PA03CHRD03</b>	<b>Total Credit: 4</b>
<b>Title Of Paper: Organizational Behaviour</b>	

Unit	Description in Detail	Weightage (%)
I	<b>Foundation of Organizational Behavior</b> The concept of Organizational Behavior Nature of Organizational Behavior Classical (Scientific management) approach Rise of human relation movement with special reference to Hawthorne and Michigan studies, contemporary approaches	25%
II	<b>Organizational Structure</b> What is organizational structure work specification, Departmentalization, Chain of Command, Span of Control, Centralization & Decentralization Common Organizational Design The simple structure, The Bureaucracy, The Matrix Structure New Design options The virtual organization, the boundary less organization, organization Downsizing	25%
III	<b>Group Behaviour</b> Why do people form Groups Group Property Group behavior, Group dynamics, formal & informal group, Influence of Informal groups Teams & Team Building	25%
IV	<b>Organizational Motivation</b> Concept & importance of motivation Motivation cycle Theories of motivation : Need hierarchy, Two factor theory, Theory X & Theory y, Theory Z (William-ouchi) Contemporary Theories of motivation: Goal – Setting theory, Equity Theory, Expectancy theory	25%

**Basic Text & Reference Books:-**

- Frened Luthans : Organizational Behaviour
- Judith R Gorden : A diagnostic approach to organizational Behaviour, Allyn and Bacon Inc – Boston,
- 7 wells Avenue, Newton, Massachusetts, 1983.
- P.Subha Rao : Personnel & Human Resource management .Himalaya Publishing House, Mumbai ,2009
- Prasad L.M.: Organizational Behaviour, Sultan Chand and Sons. New Delhi
- Paul, W.J. & Robertson : Job enrichment and Employee motivation, New Delhi Grower Press Ltd.G.B. 1993

