

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Labour Welfare (MLW)
Semester: II
Syllabus with Effect from: November - 2014

Paper Code: PA02EMLW02	Total Credit: 3
Title Of Paper: Social Process & Behavioural Issues	

Unit	Description in Detail	Weightage (%)
I	Foundation of Individual Behaviour & Personality Biological foundation of behavior, causes of human behavior, inherited characteristics of behavior, environmental effect on behavior, personality development, Type A & Type B Personality, Personality dimensions, introvert- extrovert personality, Personality theories, Big five model.	25%
II	Group & Conflict Management Basic attributes of Group, Reasons for group formation Types of group, group cohesiveness, Teams & Team building, Nature of Conflict in organization, levels of conflict. Conflict resolution, Negotiation in conflict management, Aspects of Negotiation, effects of Conflicts.	25%
III	Managing Change Characteristics of effective change, Resistance to change, Implementing change successfully, Ethical issue in organizational Change.	25%
IV	Organizational Culture, Definition & explanation of the concept , Dynamics of organizational culture , Types of organizational culture , Creating an ethical organizational culture , Managing cultural Diversity	25%

Basic Text & Reference Books:-

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

