

**Business Entrepreneurship III
Human Behaviour at Work**

Semester: V	Subject Code: C51711	Lectures: 60
Objectives:		
<ul style="list-style-type: none"> • To help students understand the importance of human behaviour in organisations. • To gain insights on and personality traits and perceptual skills • To develop an understanding on the learning and its importance today 		

Unit 1: Organization Behaviour	12
<ul style="list-style-type: none"> • Organizations, Organization Behaviour-Meaning, Definitions • Need & Importance of OB • Historical Roots of OB • Approaches to Organizational Behaviour • OB Models • Contemporary OB • Challenges of OB 	

Unit 2: Personality	16
<ul style="list-style-type: none"> • Nature of Personality • Theories of Personality-Types- MBTI, Trait-Big Five (Ocean Model) • Determinants of Personality • Significance of Personality from entrepreneurial view • Emotional Intelligence-theory/components of EQ and application at work 	

Unit 3: Perception	10
<ul style="list-style-type: none"> • Nature and significance of Perception. • Principles of Perceptual Selectivity • Perceptual Organization Process • Developing Perceptual Skills ,Overcoming distortions and perceptual errors • Impression Management 	

Unit 4: Learning	10
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- Nature of Learning
- Explicit and Tacit Knowledge
- Theories of Learning-Classical conditioning, Operational Conditioning, Cognitive Learning ,Social Learning
- Principles of Learning
- Ten Simple Rules of Learning

Internal Assignments and Library Assignments

12

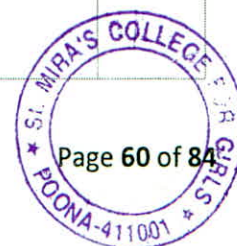
Reference Books:

- Dr Anjali Ghanekar, Organisational Behaviour.-Concepts and Cases, Pune, Everest Publishing House, 2013.
- Newstrom J. W. ,Human Behavior at Work By, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition ,2007
- Robbins Stephen P.Organisational Behaviour,New Delhi,Practice Hall of India,1993.
- Luthans Fred, Organisational Behaviour,New Delhi, Mc Graw Hill International Editions,2013.
- Davis,Keith, Human Behaviour at Work, 6thEd,New Delhi, Tata Mc-Graw Hill Publishing Co.,1993.
- ★ Aswathapa K. Organisational Behaviour, Himalya Publishing House, Mumbai, 2013.



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Semester: VI	Subject Code: C61711	Lectures: 60
Objectives:		
<ul style="list-style-type: none"> • To help students understand the importance of working in groups and in teams. • To gain insights on leadership traits and skills. • To teach students the art of Stress and Conflict Management. 		
Unit 1: Group Dynamics and Team Work		16
<ul style="list-style-type: none"> • Groups – meaning, definitions and Characteristics. • Formal and Informal groups. • Why do people join groups? • Group Development • Components of Group Structure • Group Dynamics and Relevance of group dynamics in entrepreneurship. • Team work – meaning and importance. • Characteristics of effective teams ,High Performance Teams • Teams vs Groups • Benefits from Teams 		
Unit 2: Work Stress		10
<ul style="list-style-type: none"> • Meaning and Definition • Functional v/s Dysfunctional Stress. • Stress Experience • Work Stress Model • Personality Type and Stress • Stress Management-Individual and Organizational • Applications-EAPs 		
Unit 3: Leadership and Effective Entrepreneurship		10
<ul style="list-style-type: none"> • Nature of leadership. • Leadership traits & skills. • Leadership Theories-Fielder's & Vrooms • Emerging Approaches to Leadership <ul style="list-style-type: none"> ○ Transactional & Transformational ○ Substitutes & Enhancers for Leadership ○ Self & Super Leadership • Women as Leaders 		



Unit 4: Conflict and Conflict Management	12
<ul style="list-style-type: none"> • Introduction and Definitions of Conflict • Traditional versus Modern Conflict • Functional versus Dysfunctional Conflict • Types and Levels of Conflict • Conflict Management-Strategies for Conflict Management <ul style="list-style-type: none"> ○ Johari Window &TA 	

Internal Assignments and Library Assignments

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Reference Books:	
<ul style="list-style-type: none"> • Dr Anjali Ghanekar, Organisational Behaviour.-Concepts and Cases, Pune, Everest Publishing House, 2013. • Newstrom J. W. ,Human Behavior at Work By, Tata McGraw Hill Publishing Company Limited, New Delhi, 12th Edition ,2007 • Robbins Stephen P.Organisational Behaviour,New Delhi,Practice Hall of India,1993. • Luthans Fred, Organisational Behaviour,New Delhi, Mc Graw Hill International Editions,2013. • Davis,Keith, Human Behaviour at Work, 6thEd,New Delhi, Tata Mc-Graw Hill Publishing Co.,1993. * • Aswathapa K. Organisational Behaviour, Himalya Publishing House, Mumbai, 2013. 	