



**JAI HIND COLLEGE  
BASANTSING INSTITUTE OF SCIENCE  
&  
J.T.LALVANI COLLEGE OF COMMERCE  
(AUTONOMOUS)**

"A" Road, Churchgate, Mumbai - 400 020, India.

**Affiliated to  
University of Mumbai**

Program : B.Com

Proposed Course : Psychology

Semester V

**Credit Based Semester and Grading System (CBCS) with effect from the  
academic year 2020-21**

*T.Y. B.Com. Environmental Studies Syllabus*

Academic year 2020-2021

<b>Semester I</b>			
<b>Course Code</b>	<b>Course Title</b>	<b>Credits</b>	<b>Lectures /Week</b>
CPSYAC501	Fundamental Concepts of Organization Behaviour	4.5	03



## Semester V – Theory

<b>Course:</b> <b>CPSYAC501</b>	<b>Fundamental Concepts of Organization Behaviour</b> (Credits : 4.5 Lectures/Week: 03)	
	<p><b>Objectives:</b></p> <ul style="list-style-type: none"> <li>• To learn different aspects of employee behaviour in context of organizations</li> <li>• To create awareness about the changes in Organizational behaviour due to globalization and diversified workforce</li> <li>• To understand the impact employees functional and dysfunctions attitudes in organizations</li> <li>• To enhance knowledge of Motivation Models and Motivational factors which impact employees in organizations</li> <li>• To study effective Communication Styles and different modes of communications used in organizations</li> </ul> <p><b>Outcomes:</b>          Students would be able to understand and evaluate different aspects of employee behaviour in context of Organizations</p>	
<b>Unit I</b>	<b>Organizational Behavior</b> <ol style="list-style-type: none"> <li>1. OB as an Interdisciplinary field and Functions of a Manager</li> <li>2. Managerial Roles and Managerial Skills</li> <li>3. The challenges of- Globalization and Diversified workforce</li> <li>4. Coping with Temporariness and Striking Work-Life Balance</li> </ol>	<b>11 L</b>
<b>Unit II</b>	<b>Attitudes and Job Satisfaction</b> <ol style="list-style-type: none"> <li>1. Components of Attitudes</li> <li>2. Measurement of Job Satisfaction</li> <li>3. Determinants of Job Satisfaction</li> <li>4. Impact of Job Satisfaction</li> </ol>	<b>11 L</b>
<b>Unit III</b>	<b>Motivation Models</b> <ol style="list-style-type: none"> <li>1. Maslow’s Hierarchy of Needs</li> <li>2. Herzberg’s Two-Factor Theory</li> <li>3. McClelland’s theory of Needs</li> <li>4. Equity Theory of J Stacy Adams</li> </ol>	<b>11 L</b>
<b>Unit IV</b>	<b>Communication in organizations</b> <ol style="list-style-type: none"> <li>1. Communication Process</li> <li>2. Patterns of Communication</li> <li>3. Modes of Communication</li> <li>4. Impact of Communication</li> </ol>	<b>12 L</b>

**References:**

1. Aswathappa, K. (2005). Human Resource and Personnel Management – Text and Cases, 4th edn, New Delhi, Tata McGraw-Hill Publishing Co. Ltd.
2. Dessler, G., & Verkey, B. (2009). Human Resource Management. 11th ed., Pearson Education, Dorling Kindersley India, New Delhi
3. Hellriegel, D., & Slocum, J.W. (2004). Organizational Behavior (10th ed.). South Western/ Thomson Learning
4. Luthans, F. (2011). Organizational Behavior, McGraw Hills
5. Matthewman, L., Rose, A., & Hetherington, A. (2009). Work Psychology: An Introduction to Human Behaviour in workplace. Oxford University Press
6. Muchinsky, P.M. (2003). Psychology Applied to Work. (7th ed.). Wadsworth/ Thomson Learning
7. Prabhu, V.V. (2018). Psychology At Work. Vipul Prakashan, Mumbai
8. Robbins, S. & Judge, T.A. (2018) Organizational Behavior, 18<sup>th</sup> Edition, Pearson
9. Pareek, U. (2003). Training Instruments in HRD and OD (2nd ed.), Tata McGraw-Hill Publishing Company, Mumbai
10. Pareek, U., Rao, T.V., Pestonjee, D.M. (1981). Behavior Process in Organizations: Readings, Cases, Instruments. Oxford and IBH Publishing Co., New Delhi
11. Schultz, D., & Schultz, S. E. (2010). Psychology and Work Today. (10th edn.). Pearson Prentice Hall
12. Spector, P. E. (2012). Industrial and Organizational Psychology: Research and Practice. Singapore: John Wiley & Sons Pvt. Ltd. (Indian reprint 2015)
13. Sanghi, S. (2016) The Handbook of Competency Mapping: Understanding, Designing and Implementing Competency Models in Organizations. Sage Publications

**Evaluation Scheme****I. Continuous Assessment ( C.A.) - 40 Marks**

(i) C.A.-I : Online Test- for 20 marks

(ii) C.A.-II : : Presentation of Motivational and Incentives packages given by organizations- for 20 marks

**II. Semester End Examination ( SEE)- 60 Marks****III. Internal Assessment****IV. CAI:****V. CA II**