

Course Title: Organizational Psychology
Course Code:
Nature of the Course: Value-Added Course
Credits Assigned: 2 Credit
Marks: 40(End Sem) + 10(In Sem)

Course Objective:

This course is intended at creating a basic understanding of how an individual's personality affects organizational behavior and correspondingly, how organizational aspects like structure, climate and culture, etc affect human behavior in organizations.

UNIT	CONTENTS	L	T	P
1	Organizational Psychology: Meaning, Role; Organizational Attitude Motivation and Work Behavior: Theory X, Y and Z; Mc Clelland's Need Theory; Herzberg's Two Factor Theory; Cultural Differences in Motivation	8	2	----
2	Work Teams and Groups: Definition, Types, Bases, Group Formation and Team Building, Team, Group Cohesiveness, Group Dynamics and Organizational Behavior Personality and Organization: Personality Traits, Application of Personality Theory in Organization, Common Personality Measurement Tools	8	2	----
3	Leadership Styles and Organizational Behavior Organizational Climate and Culture: Meaning, Distinction, Relationship between Climate and Culture, Types, Functions and determinants of Organizational Culture, Dimensions of Organizational Climate and Culture	8	2	2
TOTAL		24	6	2

L= Lecture, T= Tutorial, P= Practical

Modes of In-Semester Assessment: 10 Marks

- Any one of the following
Group Discussion
Assignment
Seminar Presentation

Course Outcome:

After undertaking this course, students are expected to be able to better understand and shape organizational behavior and thereby, apply various HR strategies more judiciously.

Suggested Readings:

- Industrial and Organizational Psychology: Research and Practice, Paul E. Spector, Wiley Publication, India, 2016
- Textbook of Industrial and Organizational Psychology, Mohanty and Girishbala, Oxford and IBH Publishing Co. Pvt. Ltd, New Delhi
- Organizational Culture and Leadership, 5th Edition, Edgar H. Schein, Wiley Publication, India, 2016
- Industrial and Organizational Psychology (In two Volumes), H.L. Kaila, Kalpaz Publication, Delhi, 2006
- Introduction to Organizational Psychology, 6th Edition, Ronald E. Riggio, Pearson Education, India