

BACHELORS WITH PSYCHOLOGY AS MAJOR (CT – I)
6th SEMESTER

PSY622J1 PSYCHOLOGY _ ORGANIZATIONAL PSYCHOLOGY

CREDIT: -3, PRACTICAL. TUTORIAL-1

LEARNING OUTCOMES

- *Understanding the applications of organizational psychology.*
- *Critical Analysis of basic approaches in organizational behaviour.*
- *Understanding the various theories of organizational behaviour.*

THEORY (3 CREDITS: 45 HOURS)

UNIT 1: INTRODUCTION TO ORGANIZATIONAL BEHAVIOR

- History and Current status of organizational behavior
- Approaches to organizational behavior: Productivity, contingency, systems, result oriented, human resource.
- Challenges and opportunities in the organizational behavior

UNIT 2: THEORIES OF ORGANIZATIONAL BEHAVIOUR

- Principles and Functions of Management (Henri Fayol)
- Scientific Management (Frederick Taylor)
- Bureaucracy (Weber)
- Hawthorne Studies (Elton Mayo)

UNIT 3: PSYCHOLOGY AT WORKPLACE

- Motivation (Content & Process Theories) Decision making (Herber Simon Model) and leadership (Great Man Theory)
- Sustainable business practices, Global Marketplace, Flattening world.
- Organizational Change
- Organizational Development

PRACTICUM (1 CREDIT)

- Assessment of decision-making skills using standardized tools.

READINGS:

- Aswathappa, K. (2004). Organizational Behaviour, Mumbai: Himalaya Publishing House.
- Bratton, J. (2020). Work and Organizational Behavior. (4th ed.). Red Globe Press.
- Fred Luthans, Brett C. Luthans, K. W. L. (2021). Organizational Behavior: An Evidence-Based Approach. (14th ed.). Information Age Publishing
- Johns, G. (2019). Organizational Behavior. Harper Collins.
- Robbins, S. P. (2018). Organization Behavior. (18th ed.). Pearson Education.