

DEPARTMENT OF PSYCHOLOGY

M.A. Psychology

Structure-I (2- Year PG Program)

DISCIPLINE SPECIFIC ELECTIVE COURSE

SEMESTER I

DSE 104: UNDERSTANDING BEHAVIOUR AT WORK

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITE OF THE COURSE

Course Title & Code	Total Credits	Credit distribution of the course			Eligibility Criteria/ Prerequisite
		Lecture	Tutorial	Practical	
DSE 104 Understanding Behaviour at Work	4	3	0	1	Graduation in any Stream

Marks:100

Hours: 60

Credit: 4 (Lectures + Internal Assessment + Practical)

Course Objectives:

1. To enable students to examine the relevant concepts of organizational behaviour and think critically about their application and relevance to contextual realities.
2. To understand how the behaviour of individuals in organizations is shaped, and emerging patterns in organizational behaviour.

Learning Outcomes:

After successful completion of this course, students will be able to:

1. Understand the key organizational behaviour concepts in the contemporary Indian context with its idiosyncrasies.
2. Understand and identify the individual factors in OB such as motivational issues at work, individual decision-making, and attitudes at workplace
3. Understand and identify the group related aspects in OB such as group processes, team building, communication, decision-making, and leadership.
4. Understand the applicability of constructs from Indian Knowledge System based upon Kautilya, Srimad Bhagwat Gita, Gautam Buddha in understanding organizational dynamics and effectiveness
5. Apply OB concepts through practicum-based exercises to solve real-world organizational challenges and create future organizations.

Course Contents:

Unit 1: Organizational Behaviour and Processes: Organizations as Open systems; Nature and types of organizations; Types of Organizations based on Indian Texts: Kautilya Arthshastra; Vedas; Upnishads; organizations as subsystems of society, Historical antecedents of OB in India and the contemporary context; Indigenization of OB research and its challenges.

(10 Hours)

Unit 2: Individual in Organization: Emotion at Workplace; Concept of *Sthitaprajna* - equanimity; Navrasa; Shanta as ideal rasa; Chitta Vritti Nirodha; Individual decision making; motivation theories: Content, Processes and Contemporary theories; Motivation Theory from the *Vidura Niti*; *Kautilya's* Theory of Motivation -*Four Upayas from the Arthashastra*; Attitudes: organizational commitment, OCB, Employee Engagement, Work Incivility

(10 Hours)

Unit 3: Group Processes in Organization: Group and Teams, *Brahmavihars* and workplace relationship; Communication; Organisational Learning; Group Decision-making; Leadership Theories: Trait Theory; Behavioural Theories; Contingency/Situational Theories; Transactional & Transformational Theory of Leadership; Women Leadership; Leadership lessons from Bhagwat Gita: *Sannyasi Leaders*; *Karmayogi Leaders*; *Paraspara Bhava* / Mutual Dependence; *Lokasangrah* /Leadership by example.

(10 Hours)

Unit 4: Emerging Trends in Organizational Behaviour: Globalization and Changing Profile of Employees; Globalization and Digital Skilling; Vasudhaiva Kutumbakam; Issues of Diversity in Indian Organizations; Attitudes of *Maitri*, *Karuna*, *Mudita* in relationships at work.

(10 Hours)

Practicum: At least 2 (Two) practicals based on the above units **(20 Hours)**

Essential Readings:

1. Bhawuk, D. P. (2018). LokasaMgraha: An indigenous construct of leadership and its measure. In *Managing by the Bhagavad Gītā: Timeless lessons for today's managers* (pp. 273-297). Cham: Springer International Publishing.
2. Nelson, D. L. & Quick, J. C. (2012) *Organizational Behavior : Science, The Real World, and You* (8th ed.). South-Western College Publishing
3. Pareek, U. (2006). *Understanding Organizational Behaviour*. Oxford University Press: New Delhi
4. Pugh, D. S. (2007). *Organization Theory: Selected Classic Reading*. Penguin Books Ltd. 5th edition.
5. Bhawuk, D. P. S. (2008). Towards an Indian Organizational Psychology. In K. Ramakrishna Rao (Ed.), *Handbook of Indian Psychology* (pp. 471-491). Cambridge University Press: New Delhi.
6. Tripathi, R.C. and Dwivedi, R. (2016). *Organizational Studies in India*. Orient Blackswan: New Delhi.

Recommended Reading:

1. Caushalya, S., and Sreedharan, A. (2014). Application of the Vidura Niti in modern management scenario.
2. Gupta, R.K. & Panda, A. (2003). Individualised familial self: The evolving self of qualified technocrats in India. *Psychology and Developing Societies*, 15, 1-29.
3. Gupta, R.K. & Panda, A. (2009). Culture, Institutions and organizations in India, in G. Misra (2009) Vol II, *Psychology in India*, Pearson, New Delhi
4. Katz, D, and Kahn, R. L. (1967). *Social Psychology of Organizations*. Prentice Hall.
5. Upadhyaya, A. (2002). Vidur niti in the Mahabharata. In A. K. Parmar (Ed.) *Critical Perspectives on the Mahabhārata*. New Delhi: Sarup & Sons (Pg. 47-54).