

**B.A. (PROGRAMME) : PSYCHOLOGY COURSE
STRUCTURE, COURSES & SYLLABUS OF SEMESTER- V**

Category II

(B.A. Programme with Psychology as Major Discipline)

DISCIPLINE SPECIFIC CORE COURSE -9: ORGANIZATIONAL

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
DSC-9 Organizational Behaviour	4	3	0	1	Passed Class 12 th	Basic knowledge of introductory psychology

Learning Objectives

The Learning Objectives of this course are as follows:

- Develop an awareness of the concepts related to organizational behaviour.
- Help students appreciate the evolution of the field of organizational behaviour and the role of organizational ethics, especially corporate social responsibility.
- Develop a deeper understanding of conceptual and theoretical bases of motivation and employees' work attitudes and their relationship with performance and organizational outcomes.
- Understanding attitudes at work, motivation, leadership processes from different theoretical perspectives.
- Provide practical guidelines to develop entrepreneurial leadership qualities.
- Help the students develop a connection between concepts and practices of organizations.

Learning Outcomes

After completing this course, the student will be able to:

- Familiarise themselves with the underlying concepts of organizational behaviour.
- Understand the evolution of the field of organizational behaviour and recognize the role of organizational ethics, especially corporate social responsibility.
- Apply the understanding of employee attitudes, motivation leadership and organizational culture in real world organizational settings.
- Examine the relationship between gender and leadership.
- Develop an ability to adapt leadership approaches/ practices in a variety of organizational contexts and cultures.
- Identify best practices relating to entrepreneurial leadership.

SYLLABUS OF DSC- 9

Unit- I

(11 Hours)

Introduction to Industrial/Organizational Psychology- Scope of the Field; Historical Antecedents of Organizational Behaviour; Scientific Management and Human Relations Movement; Organizational Ethics and Corporate Social Responsibility.

Unit- II

(16 Hours)

Work Related Attitudes and Motivation- Job Satisfaction (Antecedents and consequences of Job Satisfaction); Organizational Commitment.

Early Theories of Work Motivation: Maslow, Herzberg; Contemporary Theories and Applications: Expectancy, Equity, Goal Setting; Indian Approach to Work Motivation.

Unit- III

(18 Hours)

Organizational Culture and Leadership- Models (Schein and Pareek); Managing Organizational Culture; Leadership Approaches: Overview of Trait Theories and Behavioural Theories, Contingency Theories; Contemporary Issues: Inspirational Approaches to Leadership (Charismatic and Transformational Leadership); Gender and Leadership; Indian Perspective on Leadership (Nurturant Task Leadership); Entrepreneurial leadership and leadership in startups.

Practical component –

(30 Hours)

Suggestive list of practicals:

1. Understanding contemporary challenges faced by organizations using surveys and interviews.
2. Exploring work motivation in the Indian workplace
3. Studying the impact of organizational citizenship behaviour among employees in different industries and sectors in India.
4. Using standardized psychological tests and scales, students may study work-related attitudes such as job satisfaction, organizational commitment, and organizational justice among different employees and organizations.
5. Using secondary sources of data, case studies or psychological scales, students may study the leadership styles of organizational leaders.
6. Students may also work on relationship between different concepts related to organizational psychology.

Essential/recommended readings

Eklund, K.E., Barry, E.S. & Grunberg, N.E. (2017). Gender and leadership. In A. Alvinius (Ed.). *Gender differences in different contexts*. In Tech Open.

Greenberg, J. & Baron, R.A. (2007). *Behaviour in organizations* (10th ed.). Noida: Dorling Kindersley.

Griffin, R.W., Phillips, J.M. & Gully, S.M. (2019). *Organizational behavior: Managing people and organizations* (13th ed.). Boston, MA: Cengage.

Luthans, F. (2011). *Organizational behaviour: An evidence based approach* (11th ed.) New York: McGraw-Hill/Irwin.

Nelson, D.L. & Quick, J.C. (2018). *ORGB: Organizational behavior* (6th ed.). NY: Cengage.

Muchinsky, P. (2006). *Psychology applied to work: An introduction to industrial and organizational psychology*. Summerfield, NC: Hypergraphic Press.

Pareek, U. (2004). *Understanding organizational behavior*. New Delhi: Oxford University Press.

Robbins, S. P. Judge, T.A & Vohra, N. (2019). *Organizational behavior* (18th ed.). New Delhi: Pearson.

Schultz, D. & Schultz, S.E. (2017). *Psychology at work today* (10th ed.). London: Routledge.

Singh, K. (2010). *Organizational behavior: Texts & cases*. Noida: Dorling Kindersley.

Sinha, J.B.P. (2008). *Culture and organizational behaviour*. New Delhi: Sage.

Suggestive readings

Bass, B.M. (1990). From transactional to transformational leadership: Learning to share the vision. *Organizational Dynamics*, 18(3), 19-31.

Jones, J. & Hill, R. (2021). *The great resignation: Why millions are leaving their jobs and who will win the battle for talent*. Minnesota: Lone Rock Publishing.

Kumar, G. & Prakash, A. (2017). CSR Evangelism: Rural consumers walk down the road to enlightenment. *The Indian Journal of Industrial Relations*, 53(2), 183-199.

Griffin, R.W. & Moorhead, G. (2009). *Organizational behaviour: Managing people & organizations*. New Delhi: Biztantra Publishers.

Herzberg, F. (1966). *Work and The Nature of Man*. Cleveland: World Publishing Company.

Kanungo, R.N. & Mendonça, M. (1994) (Eds.). *Work Motivation; Models for developing countries*. New Delhi: Sage.

Khandelwal, K.A. & Mohendra, N. (2010). Espoused Organizational Values, Vision, and Corporate Social Responsibility: Does it Matter to Organizational Members? *Vikalpa. The Journal for Decision Makers*, Vol. 35(3), 19-35.

Landy, F.J. & Conte, J.M. (2013). *Work in the 21st century: An introduction to Industrial and organizational Psychology*. New Jersey: John Wiley.

Peterson, J. (2020). *Entrepreneurial leadership: The art of launching new ventures, inspiring others, and running stuff* (Illustrated edition). Harper Collins.

Smith, P., Farmer, M., & Yellowley, W. (2012). *Organizational behavior*. Routledge/Taylor & Francis Group.

Wilson, E. (2001): *Organizational behavior reassessed: The impact of gender*. London: Sage.

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.