

IPM 308/BUS 306
ORGANISATIONAL BEHAVIOUR

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ORGANISATION

- Meaning and elements of Organisation
- Behaviours in Organisation
- Determinants of Organisational Behaviour
- Importance of Organisational Behaviour
- Nature of people in Organistion

ORGANISATION AS A SYSTEM

- Meaning of Organisation as a system
- Elements of systems approach to the study of Organisation
- Open system approach
- Closed system approach
- Functions of management in organisation

ORGANISATIONAL THEORIES

- Scientific Management Theory
- Administrative Theory
- Theory of Bureaucratic Organisation
- Human Relations Theory
- McGregor Theory X and Y
- ERG Two Factor Theory
- Motivation Theory

ORGANISATIONAL CHANGE

- Meaning and types of Organisational change
- Dimensions and reasons for change in organisation
- Methods of managing change
- Reasons for resistance to change
- Methods to bring about change

ORGANISATIONAL STRUCTURE

- Meaning of Organisational structure
- Importance of Organisational structure
- Determinants of Organisational structure
- Types of Organisational structure

DIVERSITY MANAGEMENT

- Meaning and ways to manage diversity in Organisation
- Importance of diversity management
- Ways of managing workplace stress
- Causes of workplace stress

PERFORMANCE APPRAISAL

- Meaning and objectives of performance appraisal
- Features of performance appraisal
- Stages involved in performance appraisal
- Techniques of performance appraisal
- Merits and problems of performance appraisal

LEARNING AND CAREER DEVELOPMENT

- Meaning of Learning
- Conditions for learning
- Learning outcomes
- Career development and determinants
- How Organisation can support employees' career development

WORK LIFE BALANCE

- Meaning of work life balance
- How to ensure work life balance
- Benefits of work life balance