



HIMACHAL PRADESH NATIONAL LAW UNIVERSITY

SHIMLA

SEMESTER- II

B.B.A. LL.B. (Hons.)

COURSE CODE: LLB_____

**ORGANISATIONAL BEHAVIOR &
BEHAVIORIALPSYCHOLOGY**

CREDIT-04

**Module-I
Introduction**

- 1.1 Organisations: Meaning and Types of Organizations.
- 1.2 Organizational Behavior: Meaning and Concepts.
- 1.3 Historical Context of Organizational Behavior.
- 1.4 Emerging Challenges for Organizational Behavior.
- 1.5 Behavioral Psychology-Meaning, Significance and Scope of Behavioral Psychology.

**Module-II
Cognitive Process of Individual Behavior**

- 2.1 Basic Understanding of Attitude and Perception.
- 2.2 Personality: Determinants of Personality and Personality traits.
- 2.3 Learning-Meaning, Objectives, Theories and Principles of Learning.
- 2.4 Transactional Analysis: Concept of Ego States, Johari Window and Interpersonal Relation.
- 2.5 Organizational Communication- Role of Communication, Types of Communication, Barriers and Models of Communication.

**Module-III
Motivation, Leadership & Group Behavior**

- 3.1 Motivation- Nature Importance Types & Process of Motivation.
- 3.2 Theories and Applications of Motivation.
- 3.3 Leadership-Meaning, Concept, Importance, Functions and Theories of Leadership.
- 3.4 Groups: Meaning, Characteristics, Concept, Importance, Types and Stages of Group Development.
- 3.5 Group Dynamics-Meaning, Group Moral, Group Norms, Group Cohesiveness, Group Decision Making, Inter – Group Dynamics.

Module-IV
Organization Culture, Change and Stress Management

- 4.1 Organization Culture -Meaning, Concept and Types of culture.
- 4.2 Organizational Change-Meaning, Nature, Levels, Types, Resistance to Change and Management of Change.
- 4.3 Stress Management-Meaning, Types, Consequences and Causes of Stress.
- 4.4 Coping Strategies: Frustration, Stress & Burn out.
- 4.5 Work Life Balance: Meaning, Types, Significance and Managing work life balance.

(A) Prescribed Books:

1. Prasad, LM; *Organizational Behaviour* (5th ed., Sultan Chand & Sons, New Delhi 2014)

(B) Recommended Books:

1. Robbins, Stephen P., *Organizational Behaviour*, (17th ed., Prentice Hall, New Jersey 2016)
2. Hersey and Blanchard; *Management of Organizational Behaviour: Utilizing Human Resources*, (10th ed., Prentice Hall of India Ltd., New Delhi 2015)
3. Griffin, Ricky W., *Organizational Behaviour* (11th ed., Houghton Mifflin Co., Boston 2011)
4. Luthans, Fred, *Organizational Behaviour*, (12th ed., McGraw-Hill, New York 2011)


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