

**SRI VENKATESWARA UNIVERSITY:TIRUPATI**  
**SEMESTER – III -w.e.f.2024-25**  
**COURSE 2B: ORGANISATION BEHAVIOUR**  
**MINOR**

Theory

Credits: 4

5 hrs/week

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**Course Objectives:**

- To understand individual and group behaviour at work place to improve the effectiveness of an organization.
- To understand different types of personality and learning styles.
- Comprehend concepts relating to group dynamics and conflict management.
- To understand leadership and its impact on group dynamics.
- To understand the process of Change management and issues involved in it.
- To understand organizational culture and organizational effectiveness.

**UNIT-I: ORGANIZATIONAL BEHAVIOR**

Organizational behavior- Meaning, significance, evolution. Factors influencing organizational behavior- Perception – concept and process of perception, Factors influencing perception. Personality - Stages of personality development, Determinants of personality.

**UNIT-II: GROUP DYNAMICS**

Meaning of groups and group dynamics, Stages in the Formation of groups, Characteristics and Types of groups. Factors influencing group effectiveness, Group decision making. Conflicts in groups- reasons for conflicts, Management of Conflict.

**UNIT-III: LEADERSHIP**

Definition and Concept of Leadership, importance of Leadership, characteristics of an Effective Leader. Styles of Leadership. Theories of Leadership. Impact of Leadership on effectiveness of groups.

**UNIT-IV: MANAGEMENT OF CHANGE**

Meaning and importance of Change, Factors driving organizational change. Response to change, role of Change Agents. Resistance to Change – Reasons for Resistance, dealing with resistance to change. Organizational Development – Significance and process of OD.

## **UNIT-V: ORGANIZATIONAL CULTURE**

Concept of Organizational Culture, Significance of understanding organizational culture, Distinction between organizational culture and organizational climate. Factors influencing Organizational Culture. Organizational Effectiveness- Indicators of organizational effectiveness, achieving organizational effectiveness.

### **Reference Books:**

1. Robbins, P.Stephen - Organizational Behaviour-Concepts, Controversies & Applications -Prentice Hall of India Ltd., New Delhi.
2. Luthans Fred – Organizational Behaviour - McGraw Hill Publishers Co. Ltd., New Delhi,
3. Rao, VSP and Narayana, P.S. - Organization Theory & Behaviour - Konark Publishers Pvt. Ltd.,Delhi.
4. Prasad, L.M - Organizational Theory & Behaviour - Sultan Chand & Sons, New Delhi.

**Model Question Paper 2024-25**  
**With Effect from 2024-25**  
**SEMESTER – III**  
**COURSE 2B: ORGANISATION BEHAVIOUR**

**Section A**

*Answer any Five of the following*

**5 X 3=15 M**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 10.

**Section – B**

*Answer any Five Questions*

**5 X 12 = 60M**

- 11.
- 12.
- 13.
- 14.
- 15.
- 16.
- 17.
- 18.
- 19.
- 20.