

**ACADEMIC AFFAIRS OFFICE
INDIAN INSTITUTE OF TECHNOLOGY ROORKEE**

No. Acd./324/IAPC-96

Dated: January 06, 2021

Head, Department of Humanities & Social Sciences

The IAPC in its 96th meeting held on 28.12.2020 vide Item No. 96.2.4 considered and approved the following proposals of Department of Humanities & Social Sciences with minor modifications:

1. Introduction of new Institute Elective Course i.e., IHS-315: Psychology of Social Interaction (**Appendix-A**)
2. Introduction of new pre-Ph.D. course i.e., HSN-921: Advance Course in Organizational Behavior (**Appendix-B**)


Assistant Registrar (Curriculum)

Encl: as above

Copy to (through e mail):-

1. All faculty
2. All Heads of Departments/ Centres
3. Dean, Academic Affairs
4. Associate Dean of Academic Affairs (Curriculum)
5. Channel I/ Academic webpage of iitr.ac.in

11. Suggested Books:

S.No.	Name of Authors/Book/Publisher	Year of Publication / Reprint
1.	Myers, D. G., & Twenge, J. Social Psychology (Eleventh). New York: McGraw Hill.	2013
2.	Branscombe, N. R., & Baron, R. A. Social Psychology (Fourteenth). Pearson Education Limited.	2017
3.	Jakson-Dwyer, D. Interpersonal relationships. Routledge.	2014
4.	Baumeister, R. F., & Finkel, E. J. (Eds.). Advanced social psychology: the state of the science. New York: Oxford University Press.	2010
5.	Schultz, D. P., & Schultz, S. E. Theories of Personality (Eleventh).	2017

INDIAN INSTITUTE OF TECHNOLOGY ROORKEE

NAME OF DEPARTMENT/CENTRE: Department of Humanities and Social Sciences

1. **Subject Code:** HSN-921 **Course Title:** Advance Course in Organizational Behavior
2. **Contact Hours:** **L:** 3 **T:** 1 **P:** 0
3. **Examination Duration (Hrs.):** **Theory:** 3 **Practical:** 0
4. **Relative Weightage:** **CWS:** 20-35 **PRS:** 0 **MTE:** 20-30 **ETE:** 40-50 **PRE:** 0
5. **Credits:** 4 6. **Semester:** Both 7. **Subject Area:** PEC
8. **Pre-requisite:** Nil
9. **Objective:** To provide scholars an understanding of human behavior at work and how to integrate human and organizational resources effectively

10. Details of the Course

S.No.	Contents	Contact hours
1.	Introduction to Organizational Behavior: Definition, functions of a manager, challenges and opportunities in using the concept of OB	3
2.	Diversity in Organizations: Factors determining diversity in organizations, inclusion, diversity management strategies	5
3.	Personality: Meaning and determinants of personality, personality frame works, attributes of personality relevant to OB, personality and situations, shaping behavior	5
4.	Emotions and Moods: Meaning and definition, types and sources of emotions and moods, emotional labour, emotional dissonance, emotional intelligence, emotional regulation and techniques, affective events theory of emotion, application of emotions in organizations	6
5.	Motivation: Definition-needs, drives and motives, contemporary theories of motivation, application of the concept-job characteristics model, job-redesign and employee involvement	6
6.	Organizational Justice, Ethics and Corporate Social Responsibility: Meaning and forms of organizational justice. Ethical behavior in organizations and difference between morals and ethics, the guiding principle of global ethics, factors promoting ethical and unethical behavior, Corporate Social Responsibility-meaning and its types, forms of socially responsible behavior and the virtuous circle	5
7.	Organizational Change and Development: Focus on change, overcoming resistance to change, approaches to managing change, organizational development-meaning and interventions, Transactional Analysis, JOHARI Window	6
8.	Positive Organizational Scholarship: Definition, principle of POS, scope of POS (Organizational Resilience, Meaning in work; Virtuousness, Engagement, Appreciative Inquiry, Mindfulness at work and well-being at work)	6
Total		42

11. Suggested Books:

S.No.	Name of Authors/Book/Publisher	Year of Publication / Reprint
1.	Robbins, S.P. Judge, T.A.& Vohra, N., “Organizational Behavior”, 18 th Ed, Pearson Education	2019
2.	Parek, U. & Khanna, S., “Understanding Organizational Behavior”, 4 th Ed, Oxford University Press	2018
3.	Cameron, K.S. & Spreitzer, G.M., “The Oxford Handbook of Positive Organizational Scholarship”, Oxford Handbooks	2012
4.	Greenberg, J. & Baron, R., “Behavior in Organizations”, 10 th Ed, Pearson-Prentice Hall.	2009
5.	Cameron, K.S., Dutton, J.E.& Quinn, R.E., “Positive Organizational Scholarship”, Berrett-Koehler Publishers, Inc, San Francisco	2003