

Organizational Behaviour - JSPH216

Faculty	Dr Shaji Kurian
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Credit – 3

Course Workload

Using the table below, indicate the expected student workload for this Course.

Contact Hours	Group Work/ Supervised Learning Hours	Directed Learning Hours	Total Hours
30	15	45	90

Learning Outcomes for the Course

On completion of this course, you will be able to:

- Understand how individual and group behaviours affect organizational processes
- Develop awareness of & sensitivity to assumptions and values at the individual level and their linkage with individual behaviour; understand the dynamics of interpersonal, intragroup and intergroup behaviour and leverage them to increase personal, interpersonal, intragroup and intergroup effectiveness.
- Evaluate and apply the constructs of motivation and leadership for enhancing performance and effectiveness at the team and organizational levels.

Topics Covered

- Theories of Personality (e.g., Type Theory, Trait Theory, Big Five Personality Traits)
- Psychometric tools for personality assessment (e.g., MMPI, MBTI, FIRO B)
- Emotional Intelligence and Transactional Analysis
- Learning theories (e.g., Social learning Theory, Classical conditioning, Operant conditioning)
- Attitude and its influence on work behavior
- Perception and its influence on decision making
- Theories of Motivation (e.g., Maslow's Hierarchy of Needs, Herzberg's Two Factor Theory)
- Contemporary theories of motivation (e.g., Goal Setting Theory, Self-Efficacy Theory)
- Group Behavior and Group Dynamics (e.g., Stages of Group Development, Group Decision-making techniques)
- Leadership Approaches and Leadership Styles (e.g., Trait theories, Contingency theories, Situational Leadership)

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