InnoVision Executive Education

Organisational Behaviour
DURATION: 18 HOURS

Organisational Behaviour

Learning Outcomes

I. To understand the behavior of people in organizations.
II. To demonstrate the importance of interpersonal skills, group norms, and organizational culture in the workplace

Organizational Behavior

Organizational behavior (OB) is a multidisciplinary field of study that focuses on understanding individual and group behavior within an organizational context. Itexamines how individuals, groups, and structures within an organization interactand influence each other.

This course's focus is on gaining an in-depth understanding of the impact of organizational structure, organizational culture, and change on individual behavior at the workplace. Gaining experience and a perspective on these globalimplications should result in beneficial managerial effectiveness and performance results.

Key Concepts

I. **Personality and individual differences:** Studying how individual personalities, traits, andcharacteristics impact behavior in the workplace.
II. **Perception and attitudes:** How individuals perceive and interpret their environment and
III. how this affects their attitudes and actions.
IV. **Motivation:** Understanding what drives employees to perform well and how their motivation can be influenced by various factors, such as rewards, recognition, and job
V. design.
VI. **Group Behavior:** Team dynamics: Analyzing how teams work together, communicate, and
VII. make decisions.

VIII. **Leadership:** Examining the role of leaders in motivating and guiding their teams.
IX. **Organizational Culture:** The shared values, beliefs, and norms that shape an organization's
X. work environment and influence employee behavior.
XI. **Organizational Structure:** The design of an organization, including hierarchy, authority, and
XII. communication channels, and how it affects employee behavior.
XIII. **Organizational Change:** Managing change within an organization and understanding how
XIV. employees react to and adapt to change.
XV. **Communication:** Effective communication within an organization and how it impacts
XVI. employee morale and productivity.
XVII. **Conflict and Negotiation:** Handling conflicts in the workplace and the negotiation processesinvolved in resolving them.
XVIII. **Diversity and Inclusion:** The study of diversity in the workplace, including the managementof diverse teams and the creation of inclusive work environments.
XIX. **Decision-making:** Analyzing how decisions are made within an organization and how
XX. cognitive biases and heuristics can impact the decision-making process.

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Reading References
Organisational Behaviour: Stephen Robbins, Timothy Judge & Neharika Vohra, Pearson, 16e, 2019