

## ABOUT THE BOOK

The book in its fifth edition has been thoroughly revised and restructured incorporating the latest concepts and practices in Organizational Behaviour. Practices in Organizational Behaviour in the Indian context have been dealt with at both macro and micro levels. At the macro level, conclusions of various Indian research studies on different aspects of Organizational Behaviour have been presented. At the micro level, practices in Organizational Behaviour adopted by prominent Indian companies and business leaders have been presented. Thus, the present edition is ideally suited to MBA/PGDM/M.Com. and other relevant PG courses.

## Main Features

- Most comprehensive coverage with latest developments.
- Most authentic presentation of the subject-matter.
- Subject-matter presented in simple and lucid style with suitable Tables, Figures, and Exhibits.
- Proper blend of theory and practice of Organizational Behaviour.
- Awareness Developer at the end of each chapter to enable a reader to assess his/her behavioural patterns.
- Live cases for class-room discussion along with a note on learning through cases to sharpen the diagnostic and analytical skills of the participants.

## ABOUT THE AUTHOR

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A committed academician and prolific writer, Dr. Prasad has many research publications to his credit. His publications with Sultan Chand & Sons include:

- Principles and Practice of Management (translated in Hindi also)
- Organizational Behaviour
- Management Process and Organizational Behaviour
- Human Resource Management
- Strategic Management



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Organizational Behaviour

L M Prasad



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## Organizational Behaviour Models

	Autocratic	Custodial	Supportive	Collegial
Basis of model	Power	Economic resources	Leadership	Partnership
Managrial orientation	Authority	Money	Support	Teamwork
Employee orientation	Obedience	Security and benefits	Job performance	Responsible behaviour
Employee psychological result	Dependence on boss	Dependence on organization	Participation	Self-discipline
Employee needs met	Subsistence	Security	Status and recognition	Self-actualization
Performance result	Minimum	Passive cooperation	Awakened drives	Moderate enthusiasm

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chapters—nature of organizational behaviour and foundations of organizational behaviour. Part II deals with individual dimensions and contains nature of human behaviour, personality, perception, learning, attitudes and values, emotional intelligence, motivation and its applications, and individual decision making. Part III contains group dimensions and deals with interpersonal behaviour, group dynamics, work teams, power and politics, leadership, communication, and conflict management. Part IV contains structural and cultural dimensions and discusses design of organization structure, forms of organization structure, work design and work stress, and organizational culture. Part V, containing three chapters, deals with organizational effectiveness and change: organizational effectiveness, organizational change, and organization development.

### Changes in the Present Edition

The present edition of the book has incorporated many changes which are as follows:

1. New topics added are as follows: ethnocentrism, relativism, classes of employees needing special attention, ethical issues involved in organizational behaviour, and limitations of organizational behaviour (Chapter 1); modern approach of organizational behaviour, variables in OB models, systems model of OB, and contingency model of OB (Chapter 2); some personality traits—grit, self-evaluation, narcissism, self-monitoring, and proactivity—and dimensions of high fliers (Chapter 4); cognitive processes (Chapter 6); money as healer and skill-based pay (Chapter 10); reality of organizational decision making, biases and errors in decision making (Chapter 11); group shift and methods of group decision making (Chapter 13); systems theory of leadership, contemporary issues in leadership: inspirational approach to leadership, authentic leadership, and contemporary leadership roles (Chapter 16); computer-based communication (Chapter 17); components of organization structure (Chapter 19); boundaryless organization (Chapter 20); and organizational climate (Chapter 23).
2. In most of the chapters, many topics of the previous edition have been elaborated suitably.
3. In many chapters, photographs of leading Indian industrialists/high-level managers/role models have been added with suitable narration.
4. In the present edition, a case has been given in each chapter instead of giving cases at the end of the text.

### Acknowledgements

This book has not been the product of the author exclusively but several personalities have contributed towards this. To all those whose ideas have been helpful in preparing this text, I express my sincere appreciation. Though it is too difficult to mention these names in an exhaustive manner, some prominent ones have, however, been recognized in the form of references at appropriate places. I am really grateful to my colleagues at various universities and institutes who have always provided me inspiration not only for updating this book but also to complete other academic work. I am thankful to numerous readers of the previous edition of the book who have favoured me with their valuable suggestions in the form of their feedback. I am sure that you will provide your feedback which will be highly appreciated and acknowledged. I may be contacted at e-mail: [lmprasadji@yahoo.com](mailto:lmprasadji@yahoo.com).

L.M. Prasad

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