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Organisational Behaviour



DR. CHANDRA SEKHAR DASH



PREFACE & ACKNOWLEDGEMENT

Organizational Behaviour is one of the disciplines in the field of Behavioural Science. Management, Industrial and Organizational Psychology, Human Resources Management, and Business Administration are some of the disciplines that have adopted the study of Organizational Behaviour. The study of Organizational Behaviour is a multidisciplinary field that draws on the theories and concepts of Psychology, Sociology, and Anthropology. The study of Organizational Behaviour is essential for the development of effective organizations. It helps in understanding the behavior of individuals and groups in the workplace. It also helps in identifying the factors that influence organizational performance. The study of Organizational Behaviour is a dynamic field that is constantly evolving. It is important for students to have a solid understanding of the concepts and theories of Organizational Behaviour. This book is designed to provide a comprehensive overview of the field. It covers the basic concepts and theories of Organizational Behaviour. It also discusses the application of these concepts and theories in the workplace. The book is intended for students of Management, Industrial and Organizational Psychology, Human Resources Management, and Business Administration. It is also a useful reference for practitioners in the field. The book is written in a clear and concise manner. It is easy to read and understand. It is a must-read for anyone interested in the field of Organizational Behaviour.

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Chapter 2: Attitudes, Employee Involvement, Commitment and Job Satisfaction

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CONTINGENCY SITUATIONAL THEORIES: Fiedler's contingency model of leadership: Path-goal theory of leader effectiveness: Hersey and Blanchard's life cycle model of situation leadership: Leader member exchange theory, Fiedler and Garcia's cognitive resource theory, Victor Vroom & Yetton's decision model.

CONTEMPORARY MODELS OF LEADERSHIP: Conger & Kanungo's charismatic leadership theory,

OTHER RELATED LEADERSHIP STYLES: Goal focused leadership, In extremis leadership, The CIP model of leadership, Coercive leaders, Pacesetter leaders, Democratic leaders, the one minute manager- Spencer Johnson and Ken Blanchard, The Covey leadership centre paradigms

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Bibliography

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About the Book

This book introduces you to the basic concept of "Organisational Behaviour" which forms a major and a distinctive paper in different courses like Management, Behavioural Sciences, Organisational Studies, Industrial/Social Psychology, Sociology, HRD and HRM. To appreciate its importance one may introspect into human activities whether in personal, group or corporate life, and see how they operate, act, react and interact with each other and with those, who are connected to him/her either as family members or as friendship groups, peers, subordinates and superiors in departments or on job. We all are products of group living and our behaviour is an outcome of our interaction with the environment stated above. Human being as an organisational unit works either additively (all members working together on same object to get an output) or disjunctively (each one doing part of the job separately to get the output) with others. Individuals as members of groups exert pressure or influence on its environment and vice versa, the net effect being a change in either the individual him/herself or the environment. This makes our earthly living a two way process. In order that better performance is achieved all these factors are needed to be studied per se as well as in interaction so that behaviour can really be predicted and controlled and directed towards productivity.

This book describes the whole process of organisational behaviour in four parts. Part I dealing with the concept of Organisational Behaviour, its various models and challenges. Part II deals with the individual process such as perception, attitude, personality and learning theories. Part III focuses on group working such as motivation, leadership, team and team spirit. Part IV covers up the organisational process factors such as conflicts, power & politics, quality of work life and work place stress, organisational change, development, culture and behaviour modification. Attempts are made to provide the physiological and psychological basis of behaviour for proper understanding of the concepts.

This book is expected to be extremely useful for practicing managers, students of Management psychology, sociology and researchers at higher levels studies like M.Phil. and Ph.D.

About the Author

Dr. Chandra Sekhar Dash is currently working as associate professor in Ramlal Anand College (Evening), University of Delhi, where he has been teaching industrial relations and personnel management for the last 18 years. He has also acquired specialisation in HRD, HRM, Labour Laws and computer skills required for research & development work. He is closely associated with IGNOU for teaching MBA & PGDHRM. He has guided approximately 50-60 project & research works in IGNOU and other MBA institutes in Delhi, NCT and Kolkata



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