

# ORGANIZATIONAL BEHAVIOUR - II

## MULTI FACULTY

**INTENDED AUDIENCE :** Students in AICTE colleges, Employees of Organizations, Everyone who is interested to understand characteristics of team, processes of teamwork ,issues team face and organizational context of teams and learn application of group dynamics for team functioning in organization

**INDUSTRIES APPLICABLE TO :** All industry. Knowing about application of group dynamics for team functioning in organization is essential for smooth running of organization and proper organizational functioning.

### **COURSE OUTLINE :**

This course is designed as an introductory course to develop in the students an understanding of the perennial issues and problems which arise when working with people. End of the course, students will be able to understand characteristics of team, processes of teamwork, issues team face and organizational context of teams, appreciate nuances in working with groups/teams in an organizational set-up and to better perform in organization.

### **ABOUT INSTRUCTOR :**

Prof.Susmita Mukhopadhyay's areas of specialization include Human Resource Management and Industrial Psychology, Business Values and Ethics, and Organizational Behaviour with emphasis on Spirituality in Organization. A gold medalist in M.Sc., she is the recipient of the Young Scientist Award and Search of Excellence Award. She was selected for the Microfinance Researchers Alliance Fellow Program Centre for microfinance, Institute of Financial Management and Research, Chennai, in 2009.

Prof.Sangeeta Sahney is Professor at the Vinod Gupta School of Management, IIT Kharagpur. A gold medalist in MBA, and a PhD. From IIT Delhi in Management, she served as a faculty member at U.P Technical University and IIT Roorkee, before joining IIT Kharagpur in 2005. With a specialization in Human Resource Management and Marketing, her research interests include studies in consumer behavior, organizational behavior and service quality primarily quality management in education. She has also taught at AIT, Bangkok as a part of the Indian Secondment in 2009 and 2016. She has published research papers in many leading national and international journals and has also received several awards and accolades. She has also authored a book, titled Consumer Behavior, published by Oxford University Press.

Prof.Srinivasan is an Assistant Professor at Vinod Gupta School of Management, IIT Kharagpur. He teaches Organization Behavior and Human Resource Management. He received his Ph.D. in OB & HR from IIT Madras. He was a recipient of the DAAD Fellowship. He is a certified Labor and ESH compliance auditor. He has audited several factories for established European and American Brands. Prior to joining Ph.D. program, he was a research associate in a collaborative research project between IIT Madras and the University of Guelph, Canada. He was engaged in socio-economic impact assessment with NTPC.

### **COURSE PLAN :**

**Week 1:** Foundations of Group Behaviour

**Week 2:** Characteristics of team, Team Beginnings and Team Processes

**Week 3:** Cooperation and Competition

**Week 4:** Communication

**Week 5:** Managing conflict

**Week 6:** Power and Social influence

**Week 7:** Decision making

**Week 8:** Leadership

**Week 9:** Problem solving and Creativity

**Week 10:** Team, organizational and International culture

**Week 11:** Virtual team work

**Week 12:** Evaluating and rewarding teams