

KARACHI UNIVERSITY BUSINESS SCHOOL

UNIVERSITY OF KARACHI

Affiliated Colleges

MBA – I	
Course Title	: Organizational Behavior
Course Number	: BA (M) – 561
Credit Hours	: 03

Recommended Books:

1. “Organizational Behavior” by Fred Luthans
2. “Dimensions of Organizational Behavior” by Harbert
3. “Organizational Behavior’ by Huchanan David
4. “Dimension of Organizational Behavior” Macmillan 1987, 2nd edition
5. “Management of Organizational Behavior, utilizing Resources”, Herrey, Kenneth H. Blanchard, Dewey E. Johnson, 7th Edition, 1998

1. ROLE OF MANAGER

- 1.1 The Manager must like and understand people in one organization
- 1.2 The better manager their human resources application of innovative techniques is essential
- 1.3 This is where the application of OB becomes to important to manager today
- 1.4 Technologically organizations have tremendously
- 1.5 The manager’s responsibility is to achieve excellence in human side of an organization

2. A SYSTEM VIEW OF ORGANIZATIONAL BAHAVIOR

- 2.1 Study of Organizational Theory
- 2.2 Modern Organization Design and system
- 2.3 The organizational Culture Context
- 2.4 What is organizational Behavior
- 2.5 Cognitive Framework, Behaviorist Framework and social Learning Framework

3. ORGANIZATIONAL STRUCTURE AND AUTHORITY

- 1.1 The interdependence of Organizational units
- 1.2 The concept of Authority in an Organization
- 1.3 Effect of Authority on Human Behavior

- 1.4 Concept of Centralization Decentralization of Authority and Human Behavior
- 1.5 Conflicts and Its Resolution

4. ATTITUDES AND JOB SATISFACTION

- 4.1 The Nature and Dimensions of Attitudes
- 4.2 Changing Attitudes
- 4.3 The Importance of employee Attitudes and job Satisfaction
- 4.4 Sources and Consequences of Job satisfaction

5. ABILITIES AND PERCEPTION

- 5.1 The Nature and Importance of Perception
- 5.2 Perception Selectivity
- 5.3 Perceptual Organization
- 5.4 Social Perception

6. COMMUNICATION

- 6.1 Background and role of Communication
- 6.2 Non-Verbal Communication
- 6.3 Interpersonal Communication
- 6.4 Downward and Upward Communication
- 6.5 Interactive Communication

7. MOTIVATION, NEED AND PROCESSES

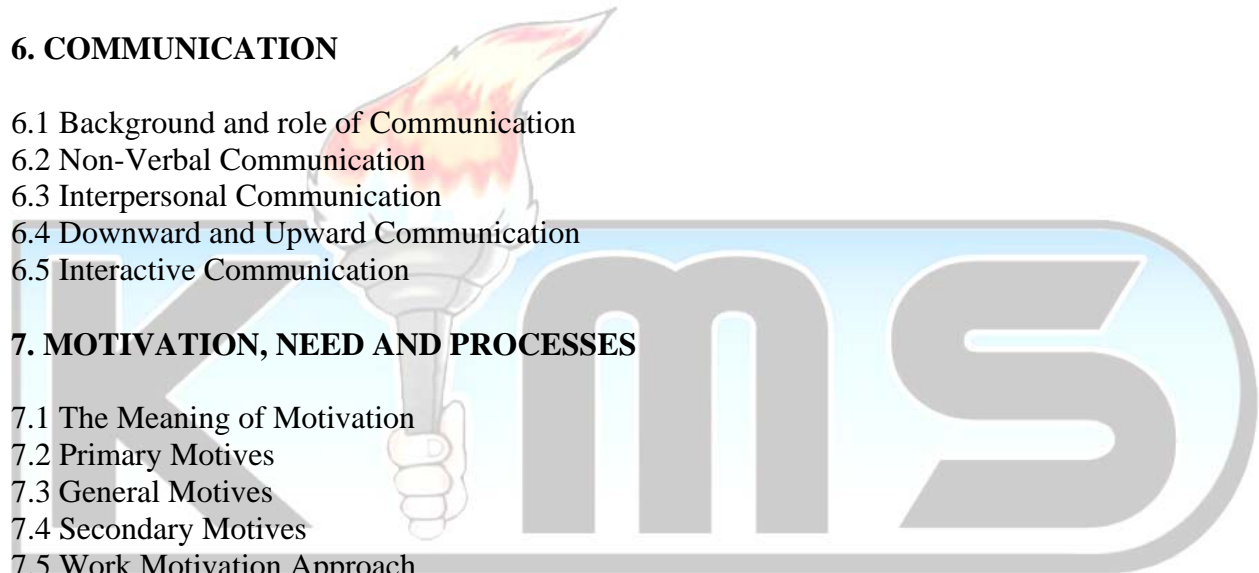
- 7.1 The Meaning of Motivation
- 7.2 Primary Motives
- 7.3 General Motives
- 7.4 Secondary Motives
- 7.5 Work Motivation Approach

8. LEARNING CONCEPT AND PRINCIPLES

- 8.1 Types and Theories of Learning
- 8.2 Reinforcement: The Key of Learning
- 8.3 Techniques of Administering Reinforcement
- 8.4 The Effect of Punishment

9. THE GROUP ITS DYNAMICS

- 9.1 The Nature of Groups
- 9.2 The Dynamics of information Group
- 9.3 The Dysfunction of Groups and Teams



10. ORGANIZATIONAL CONFLICTS

- 10.1 Individual Conflict
- 10.2 Interactive Conflict
- 10.3 Copping Strategies for Conflict

11. STRESS

- 11.1 The Emergence of Stress
- 11.2 The Causes of Stress
- 11.3 The Effect of Stress
- 11.4 Copping Strategies for Stress

12. LEADERSHIP PROCESSES AND STYLES

- 12.1 What is Leadership
- 12.2 Traditional theories of Leadership
- 12.3 Leadership Styles
- 12.4 The Role and Activities of an Effective Manager/Leader

13. DECISION MAKING AND CONTROL

- 13.1 Behavioral Decision Making
- 13.2 The Decision Making Process
- 13.3 Participative Decision Making Techniques
- 13.4 Creativity and Group Decision Making

