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| **PROGRAM** | **Master of Business Administration** |
| **SEMESTER** | **3** |
| **COURSE TITLE** | **Managerial Psychology** |
| **COURSE CODE** | **04MB0359** |
| **COURSE CREDITS** | **03** |
| **COURSE DURATION** | **42 Hrs (42 sessions of 60 minutes each)** |



**COURSE OUTCOMES:**

* Interpret the concepts, motivation, attitudes, and values on human thinking.
* Analyze how a person can try to change the behavior of another.
* Apply appropriate measures to improve uses of groups in modern organizations.
* Interpret the role of organizational leadership, culture, and structure.
* Elaborate relationship between contemporary organizations and their environments.

**COURSE CONTENTS:**

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| **Unit No** | **Unit / Sub Unit** | **Sessions** |
| **I** | **People one at a time: The Individual in the organization**  Motivation, reinforcement and cognition, development of individuality, Human feelings and the manager, reasoning, attitudes, beliefs and values, managerial styles of thinking, dilemmas of the evaluation process. | 10 |
| **II** | **People two at a time: Communicating, influencing, challenging**  Communicating, influencing others, authority, power tactics, Manipulation, collaborative models, efforts to influence human productivity. | 8 |
| **III** | **People in threes to twenties: Efficiency and influence in groups**  Group decisions, group process, group pressure and the individual, conflict and competition among groups, communication nets in groups and organizations, designing organizations around small groups. | 8 |
| **IV** | **People in hundreds and thousands: Managing the whole organization**  Managing process, volatile organization, from scientific management to organizational culture, organizational missions and strategies, managing people in large numbers, Organizational structure. | 8 |
| **V** | **Organizations and environments: Managing in a turbulent world**  Changing organizational environment, organizations in intrusive environments, Managing our environments. | 8 |

**Evaluation:**

**The students will be evaluated on a continuous basis and broadly follow the scheme given below:**

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|  | **Particulars** | **Weight age** |
| A | Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation/ Practical Record/ Practical Examination etc.) | 20% (C.S.E.) |
| B | Internal Assessment | 30% (I.A.) |
| C | End-Semester Examination | 50% (E.S.E.) |

**SUGGESTED READINGS:**

**Text Books:**

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| **Sr.No** | **Author/s** | **Name of the Book** | **Publisher** | **Edition & Year of Publication** |
| **T-01** | Harold J. Leavitt, Homa Bahrami | Managerial Psychology Managing Behavior in Organizations | University of Chicago Press | 5th edition |
| **T-02** | Ricky W. Griffin, Jean M. Phillips, Stanley M. Gully | Organizational Behavior: Managing People and Organizations | Cengage Learning | 13th edition |

**Reference Books:**

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| **Sr.No** | **Author/s** | **Name of the Book** | **Publisher** | **Edition / Year of Publication** |
| **R-01** | Robert B Cialdini | Influence: Science and Practice: The Comic | Pearson | 5th edition |
| **R-02** | Rick D. Johnson | Handbook of Research on Multidisciplinary Perspectives on Managerial and Leadership Psychology | IGI GLOBAL | 1st edition |
| **R-03** | Robert R. Spillane, John Martin | Personality and Performance  Foundations for Managerial Psychology | UNSW Press | 1st edition, 2005 |