11. **Case Study 2:** Aithal, P.S. (2016-2017). Organization Behaviour. Chapter-8, Case 5,More than Paycheck. *Institute of Management Studies, Manglore-575001*.pp. 16-17

NOTE: The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.

MBA II Year	MBA-E339/439		Semester-III/IV		
	Groups and Teams in Organizations				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Semester Examination (ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	**30 (20+10)**	**70**	**100**	**03**	**40**

OBJECTIVE: The objective of this course is to make students aware of groups and teams in organisations.

- Group Dynamics: Dynamics of formal groups, Dynamics of Informal groups; Group performance factors: Composition, size, norms, conformity, group cohesiveness; Helping and hindering roles in groups; Group process: Group roles, group communication, group leadership, group conflict; Managing groups in organisation**.**
    (8hours)
- Teams: Types of teams; Stages of team development; Team roles; Team effectiveness; Team building: Approaches; Analysis of interpersonal relationship: Transactional analysis.**Case Study 1:** Using Teams In Organization: Teams At Evans RV Wholesale Supply And Distribution Company
    (8hours)
- Conflict: Conflict process; Transition in conflict thoughts; Types and sources of conflict; Management of conflict: Approaches (modes and Tactics); Negotiation: Towards conflict resolution, conflict prevention.
    (8hours)
- Organisational culture: Concepts of organisational culture; Characteristics of culture; Types of culture; Functions of culture; Formation of organisational culture: The working group, the style of leadership of the manager, the organisational characteristics; Learning culture; Measuring culture; Communicating culture; Managing diversity in the global work culture. **Case Study 2:** Managing Global And Workforce Diversity:Culture Shock.
    (8hours)
- Power and Politics: Bases of power (coercive and persuasive); Dependency: The key to power; power tactics; Power in groups: Coalitions; Multiplying power in organisations; Strategies of acquiring power; Nature of organisational politics; Political frame of decision making; Factors contributing to political behavior: Individual factors and organisational factors.
    (8hours)

.**SUGGESTED READINGS:**
1. Harris, P.R. (2004). Managing cultural difference; 6th Ed. Elsevier, New Delhi.
2. Hersey, P.H., Blanchard, K.H., & Johnson, D.E. (2012). Management of organizational behavior. Prentice Hall, New Delhi.
3. Luthans, F. (2010). Organizational Behavior; 12th Ed. McGraw Hill, New York.
4. Robbins, S.P. (2007). Organizational behavior; 12th Ed. Prentice Hall, New York.
5. Srivastava, S.K., & Kumari, P. (2010). Organizational Behavior: A comprehensive study; 1st Ed. Global Vision Publishers, New Delhi.
    CaseStudy1:http://college.cengage.com/business/moorhead/organizational/6e/students/cases/index.html **Case Study 2:** Managing Global And Workforce Diversity:Culture Shock.