



**ALLIANCE**  
**UNIVERSITY**

*Private University established in Karnataka State by Act No.34 of year 2010  
Recognized by the University Grants Commission (UGC), New Delhi*

**Office of Recruitment,  
Careers and Admissions**

## **ORGANIZATIONAL BEHAVIOR & HUMAN RESOURCE MANAGEMENT**

### **Unit – I**

#### **Organizational Behavior**

Management Functions, Roles, Skills; Levels of Diversity in Organizations - biographic and psychographic; Managing diversity.

### **Unit – II**

#### **Attitude and Job Satisfaction**

Concept of attitude, relation between attitude and behavior, Major categories of job attitudes

### **Unit – III**

#### **Emotions and Moods**

Concept of emotion, mood, affect; Basic emotions; Nature and Functions of emotions; Factor affecting emotions and mood; Emotional labour at workplace; emotional intelligence

### **Unit – IV**

#### **Personality**

Major theories of personality – Mayer-Briggs Type Indicator, Big Five Personality Model, Holland' Typology of Personality, Other Personality Traits; Concept and Importance of Values, Rokeach Value Survey, Generational Values, Hofstede five value model of national culture.

### **Unit – V**

Perception and decision Attribution theory of perception, common short-cuts in judging others, Models of decision making – rational model, bounded rationality model, common errors and biases in decision-making

### **Unit – VI**

#### **Theories of Motivation and their Applications**

Maslow's Need Hierarchy theory, Theory X and Theory Y, Two factor theory, McClelland Theory of Needs, Self-determination theory, Reinforcement theory, Goal-setting theory, Expectancy theory of motivation

### **Unit – VII**

#### **Foundations of Group Behavior**

Five stage model of group development, punctuated equilibrium model, properties of groups, and types of teams



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## **Unit – VIII**

### **Leadership**

Theories of Leadership – Trait, Behavioral, Contingency, LMX; Charismatic Leadership, Transformational Leadership – Full Range Leadership Model

## **Unit – IX**

### **Human Resource Management**

Functions of Human Resource Management; Job Analysis – methods, outcomes, and functions; Hiring talent – planning, recruitment, selection; training and development – need analysis, design, delivery, evaluation, performance management; compensation and benefits administration