

# Syllabus

## Panjab University, Chandigarh

### SOC O 922 : Organizational Theory and Behaviour

#### Unit-I

Concept of Organization:

Definition, Features and Typologies based on Function, Regulation, Technology and Structure and Environment

#### Unit-II

Theoretical Perspectives:

Classical – Marx, Weber, Taylor (Scientific Management);

Neo-Classical – Human Relations approach with special reference to the Hawthorne studies;

Modern – Systemic (closed, open and socio-technical systems approach by the Tavistock School) and Interactional (Goffman and the total institution)

#### Unit-III

Organizational Ideologies and Culture:

Ideologies – Structuralism, Psychologism, Consensualism, Welfarism and Legalism;

Culture- sub-cultures and socialization

#### Unit-IV

Behaviour in Organizations:

Job satisfaction, Job Commitment, Decision making and Stress Management