

## **PAPER-II**

Organisation Theory and Behaviour, Human Resource Management and Industrial Relations Organisation Theory and Behaviour

### **1. Organisation Theory:**

Nature and Concept of Organisation: Nature and Concept, External Environment of Organizations -Technological, Social, Political, Economic and Legal; Organizational Goals – Primary and Secondary goals, Single and Multiple Goals; Management by Objectives.

Evolution of Organisation Theory: Classical, Neo-classical and Systems Approach. Modern Concepts of Organisation Theory: Organisational Design, Organisational Structure and Organisational Culture.

Organisational Design–Basic Challenges; Differentiation and Integration Process; Centralization and Decentralization Process; Standardization / Formalization and Mutual Adjustment. Coordinating Formal and Informal Organizations. Mechanistic and Organic Structures. Designing Organizational structures–Authority and Control; Line and Staff Functions, Specialization and Coordination. Types of Organization Structure – Functional. Matrix Structure, Project Structure. Nature and Basis of Power , Sources of Power, Power Structure and Politics. Impact of Information Technology on Organizational Design and Structure.

Managing Organizational Culture.

### **2. Organisation Behaviour:**

Meaning and Concept; Individual in organizations: Personality, Theories, and Determinants; Perception - Meaning and Process. Motivation: Concepts, Theories and Applications. Leadership-Theories and Styles. Quality of Work Life (QWL): Meaning and its impact on Performance, Ways