Indian Institute of Management Indore

Executive Post Graduate Program in E-GOVERNANCE

2013-14

Title of the Course: Behavioral Science

Credits: 2 (Two)

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COURSE DESCRIPTION AND OBJECTIVES:

The course is divided into two modules. The first module deals with the individual and interpersonal dynamics. Second module discusses the issues at the group and organizational level.

The course aims to provide an understanding of human behavior, the important element in organizing. Further, it aims to provide an understanding of individual behavior at group and organizational level. To introduce participants to organizational and leadership theories and facilitate the development of leadership capabilities.

PEDAGOGY:

The course will use a mix of cases, videos, discussions, and exercises. The course relies heavily on participation in class discussions and activities. Participants need to think critically about concepts and issues raised in class discussions. Deriving the most from this course requires active engagement in the learning process.

EVALUATION:

Component	Weightage (%age)
Class Participation	20
Quiz	30
End Term	50
Total	**100**

SCHEDULE OF SESSIONS:

<u>Module 1:</u> Individual and Interpersonal Dynamics
<u>Module Objective:</u> To provide an understanding of individual and interpersonal issues

Sessions 1: Introduction

1

Readings: Managing Oneself
Cases:

Sessions 2: Perceptions and Attitudes
Readings: Differences at Work: The Individual Experience
Perceptual Processes
Cases/ Video: Eye of the Beholder

Sessions 3: Motivation
Readings: One more Time: How do You Motivate Employees
~~Case: Barbara Noris~~ → *Case is missing.*

〔1〕
〔2〕
〔4〕
〔5〕
〔6〕 *Quiz Syllabus for 15/04*

Discussed in 5th session.

18/3 **Sessions 4:** Managing Conflict
Readings: How Management Team Can Have a Good Fight
Case: To be announced

Sessions 5 Negotiation
Readings: Six Habits of Highly Effective Negotiators
Case: To be announced

Module 2: Group and Organizational Dynamics
Module Objective(s): The module introduces the concept of group and explores the dynamics in group work. Further it introduces an understanding of environment and change in the context of organizations.

Sessions 6: Introduction to Groups
Readings: The Discipline of Teams
Cases: Moon Landing

Sessions 7: Understanding Group Processes
Readings: Note on Team Processes
Cases: Abilene Paradox

Sessions 8: Building Collaborative Teams
Readings: 8 Ways to Build Collaborative Teams
Cases: To be announced

Sessions 9: Organizations and their Environments
Readings: Organization-Environment: Concepts and Issues
Cases: To be announced

Sessions 10: Organizational Change
Readings: Leading Change: Why Transformation Efforts Fail
Case: Merit Corporation