



BS (4 Years) for Affiliated Colleges

| Code | Subject Title | Cr. Hrs | Semester |
|--------|----------------------------------|---------|----------|
| GS-311 | Organizational Behaviour and HRM | 3 | VI |
| Year | Discipline | | |
| 3 | Gender Studies | | |

The course will help the students to understand the meaning, concepts and theories of formal and informal organization. A detailed discussion, sharing and participation on organizational structure, process, human resource management and general problems of organization with special reference to Pakistan will be carried out with the students.

Course Contents

Introduction

- Meaning and difference between social organization
- Formal and informal organization

Theories of Formal Organization

- Classical organizational theories
- Neoclassical theories
- System approach to organization

Organizational Structure and Human Resource Management

- Meaning and interrelationship of organizational size
- Complexity and formalization

Organizational Processes

- Motivation, power and authority
- Leadership
- Communication
- Conflict
- Decision making

Human Resource Management

- Role of human resource development in organization and socialization of employees
- Training and development of employees
- Career planning and human resource development
- Meaning and problems of performance appraisal

General problems in an organization of Pakistan

- Structural problem
- Operational problems
- Behavior problems

Basic Readings

- Deborah Eade. (2005). **Development: NGOS & Civil Society**. New Delhi: International Thomson Business Press
 - Losey, M., Meisinger, S., and Ulrich, D. (2005). **The Future of Human Resource Management**. Virginia: John Wiley & Sons, Inc
 - Davoudi, S.M.M and Singh, M(2014). **Organizational Behaviour and Human Resource Management: Contemporary Issues**. LAP LAMBERT Academic Publishing
-