

DISCIPLINE SPECIFIC ELECTIVE COURSE DSE-4 GROUP DYNAMICS IN ORGANIZATIONS

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course Title & Code	Credits	Credit Distribution of the Course			Eligibility Criteria	Pre-requisite of the Course (if any)
		Lecture	Tutorial	Practical/ Practice		
DSE- 4 GROUP DYNAMICS IN ORGANIZATIONS	4	3	1		Class 12th Pass	Basic knowledge of Introductory Psychology

Learning Objectives

- Help students understand the principles and dynamics of group interactions in organizations from a psychological perspective.
- Develop an understanding of issues that groups and teams face, including communication, power and politics in workplaces, and conflict.

Learning Outcomes

After doing this course the student will be able to:

- Recognize and understand the nature and characteristics of groups and teams within organizations.
- Critically examine the ways in which group dynamics shape organizational outcomes.
- Identify and analyze the dynamics of organizational communication, power and politics, sexual harassment, and conflicts and negotiations in organizations.

SYLLABUS OF DSE- 4

UNIT - I

(12 hours)

Understanding Work Teams: Groups and Teams; Stages of Group Development (Tuckman Model); Characteristics of effective teams; Types of teams; High-Performing Work Teams; Team-effectiveness model; Team-building.

UNIT - II

(12 hours)

Organizational communication: Functions of communication; Communication model; Direction of communication; Informal communication network; Electronic communication; Barriers to effective communication; Enhancing communication effectiveness.

UNIT - III

(12 hours)

Power and Politics in Organizations: Classifications of Power (French & Raven); Power Tactics; Sexual Harassment; Causes and consequences of Political Behavior.

UNIT - IV

(9 hours)

Conflict and Negotiation: Nature of conflict in organizations; Conflict process; Negotiation (Process, Bargaining strategies); Conflict management; Indian approach to resolving conflicts.

Practical Component: Nil

Tutorial Component

(15 hours)

Suggestive Tutorial Activities (*This is a suggestive and not an exhaustive list of tutorial activities*)

- Self and other awareness exercises that encourage constructive feedback
- Experiential exercises to enhance team building
- Presentations on contemporary topics to enhance communication skills
- Role plays to practice skills of communication, negotiation, etc.
- Team building and problem-solving exercises to demonstrate various stages of Tuckman's model
- Use of icebreakers for conflict management
- Encourage students to think of real-life power and influence tactics to use, e.g. different teachers in classroom situations, and asking them to reflect on how and why it benefited them or backfired.
- Review of literature, e.g. on power in organizations
- Critical discourse analysis to explore communication of organizations

Essential/ Recommended Readings

Greenberg, J. & Baron, R.A. (2007). *Behaviour in organizations* (10th ed.). Noida: Dorling Kindersley.

Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). *Organizational behavior: An evidence-based approach* (14th edn.). IAP.

Pareek, U. (2010). *Understanding organizational behaviour*. Oxford: Oxford University Press.

Robbins, S. P., Judge, T. A., & Vohra, N. (2019). *Organizational behaviour* (18 th ed). Noida: Pearson Education India.

Sinha, J.B.P. (2008). *Culture and organizational behaviour*. New Delhi: SAGE.

Suggestive Readings

Ahuja, K. K., Padhy, P., & Srivastava, G. (2019). MeToo at the workplace: exploring sexual harassment experienced by female employees in private sector organisations in Delhi-NCR. *OPUS: HR Journal*, 10(2), 21-45.

Ahuja, K. K., & Padhy, P. (2021). The Cyber avatar of Sexual Harassment at the workplace: Media Analysis of Reports During COVID-19. *Journal of Psychosexual Health*, 3 (4) 322-331.

Fisher, R., Ury, W., & Patton, B. (2011). *Getting to yes: Negotiating agreement without giving in* (3rd ed.). New York, NY: Penguin.

French, J. R. P., Jr., & Raven, B. (1959). The bases of social power. In D. Cartwright (ed.), *Studies in social power* (pp. 150–167). University of Michigan.

Levi, D., & Askay, D. A. (2020). *Group dynamics for teams*. Sage Publications.

Thomas, K. W. (1992). Conflict and conflict management: Reflections and update. *Journal of organizational behavior*, 265-274.

Wheeler, M. (2013). *The art of negotiation: How to improvise agreement in a chaotic world*. Simon and Schuster.

Wood, J. D. (1990). New Haven Nighthawks. In J. R. Hackman (Ed.), *Groups that work (and those that don't)* (pp. 265- 279). San Francisco: Jossey-Bass Publishers.

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.