

Organizational Behaviour and Culture



unique cognitive employee task result meaning symbols type behavior belief
high values cultural society external problems collective
success satisfaction
ORGANIZATIONAL CULTURE
company growth expertise social result management deepest feedback
knowledge organizational status stories
outlasting important interpersonal



Sourav Basu

ABOUT THE BOOK

Every era laments about daunting challenges and managing today's organizations could be very challenging specially when it comes to managing the people. At organization level, understanding major behavioral sciences, individual and group behavior, employee values and attitude, workplace power and politics, handling stress, managing organizational change and creating an ethical organizational culture comes to the fore. Therefore, it is paramount for all Human Resource Managers to be equipped with a vigorous knowledge and skills related to Organizational Behaviour and Culture as the consequences of their decisions and actions should ensure utilization of the human resources efficiently and effectively.

Further, it should impel the organizations to innovate meaningful solutions to tackle the workforce diversity professionally and make people work in a team. This is the key to cope with global competition and foster job satisfaction among employees which eventually will drive the success of an organization. Against this backdrop, this book provides a comprehensive glimpse of the study of Organizational Behaviour and Culture in a simple and eloquent style. This book will intellectually engage Human Resource Management students and provoke the thoughts of Human Resource Management professionals in terms of designing a sound organizational structure and creating a positive organizational culture as well.

THEMATIC CHAPTERS

Thematic Chapters

Chapter 1: Introduction to Organizational Behaviour

Chapter 2: Individual Behaviour

Chapter 3: Values, Attitude and Job Satisfaction

Chapter 4: Foundations of Group Behaviour and Team Building

Chapter 5: Organizational Structure and Organizational Culture

Chapter 6: Workplace Power, Politics and Leadership

Chapter 7: Organizational Change and Stress management

ABOUT THE AUTHOR



Sourav Basu is an educator-cum-trainer who has been working in Bhutan since 2012. He is currently an assistant professor at Norbuling Rigter College, Paro. Prior to this, he worked as a lecturer at the Royal Thimphu College for several years and as a guest lecturer of management modules at the colleges of Techno-India group in India for few years. He was educated at the West Bengal University of Technology (India) and the University of Western Australia (Australia). His teaching interests include general management, human resource management and marketing management. To connect theory to practice, Basu is passionate about research and has published several papers in international peer-reviewed journals. He has also authored an academic book titled: "Management Theory and Practice" as well.

Outside the confines of teaching, Basu has resourced symposia on "Leadership & Management" organized by the Department of Livestock, Ministry of Agriculture and Forests, Royal Government of Bhutan, and continues to be engaged as a guest-trainer for several management and leadership training programmes for the Institute for Excellence and Development (i-ED) & Institute for Learning Solutions (ILS) in Bhutan. He is actively engaged in hosting academic events, programme development and delivery, building industry-academia relationships and enhancing academic mobility.

A believer in continuous professional development, Basu has conducted numerous professional capacity enhancement trainings for school/university educators as well as for industry professionals in India, Bhutan and Nigeria. He has received the title of "World Icon of Peace" from World Institute for Peace in Lagos, Nigeria, for his contribution to promoting Peace Education in Africa. He is a recipient of the prestigious "100 Most Dedicated Professors" award from World Education Congress for his valuable contribution to the field of education around the world.



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