|  |  |  |
| --- | --- | --- |
|  | Organizational Behavior |  |
| sl no. | unit -1: introduction to organizational behavior | page no. |
| 1 | historical; development of organizational behavior | 3 |
| 2 | industrial psychology | 4 |
| 3 | scientific management movement | 5 |
| 4 | human relations movement | 5 |
| 5 | the great depression | 6 |
| 6 | rise of trade unionism | 6 |
| 7 | Hawthorne experiment | 7 |
| 8 | illumination experiment | 8 |
| 9 | relay room experiment | 8 |
| 10 | second relay room experiment | 9 |
| 11 | mass interviewing program | 10 |
| 12 | bank writing room study | 10 |
| 13 | implications of Hawthorne studies | 11 |
| 14 | challenges faced by HR mangers in multinational companies | 13 |
| 15 | emerging concerns in organizational behavior | 15 |
| 16 | cultural diversity and team work | 15 |
| 17 | ethical management and corporate social responsibility | 16 |
|  |  |  |
|  | unit 2:- understanding organizational behavior |  |
| 1 | levels of organizational behavior | 22 |
| 2 | fundamental concept of organizational behavior | 23 |
| 3 | individual differences | 24 |
| 4 | whole person | 24 |
| 5 | motivation | 24 |
| 6 | human dignity | 24 |
| 7 | goals of organizational behavior | 25 |
| 8 | individual | 25 |
| 9 | group | 25 |
| 10 | organizational | 25 |
| 11 | various organizational models | 25 |
| 12 | organisation is a social system | 26 |
| 13 | mutuality of interest | 26 |
| 14 | organizational models | 26 |
| 15 | autocratic model | 27 |
| 16 | custodial model | 27 |
| 17 | supportive model | 27 |
| 18 | collegial model | 27 |
| 19 | models and their facets | 28 |
| 20 | why is organizational behavior important | 28 |
|  |  |  |
|  | unit 3:- Perception |  |
| 1 | significance of perception | 35 |
| 2 | stimulus | 36 |
| 3 | registration | 36 |
| 4 | interpretation | 36 |
| 5 | feedback | 37 |
| 6 | consequence | 37 |
| 7 | sub process involved in  perception | 37 |
| 8 | principles of perpetual selection | 38 |
| 9 | external attention factors | 38 |
| 10 | intensity | 39 |
| 11 | size | 39 |
| 12 | contrast | 40 |
| 13 | repetition | 40 |
| 14 | motion | 41 |
| 15 | novelty and familiarity | 41 |
| 16 | internal set factors | 41 |
| 17 | habit | 42 |
| 18 | motivation and interest | 42 |
| 19 | learning and perception | 42 |
| 20 | organizational role and specialisation | 43 |
| 21 | perpetual set in organizational settings | 43 |
| 22 | perpetual organisation | 44 |
| 23 | perpetual grouping | 44 |
| 24 | closure | 44 |
| 25 | figure-round | 44 |
| 26 | perpetual constancy | 45 |
| 27 | perpetual defense | 45 |
| 28 | denial | 45 |
| 29 | modification and distortion | 45 |
| 30 | change in perception | 46 |
| 31 | recognition | 46 |
| 32 | social perception | 47 |
| 33 | characteristics of perceiver and perceived | 47 |
| 34 | person perception | 48 |
| 35 | common perpetual errors | 49 |
| 36 | halo | 49 |
| 37 | leniency | 49 |
| 38 | central tendency | 49 |
| 39 | recency effects | 49 |
| 40 | contrast effects | 49 |
|  |  |  |
|  | unit 4:- Personality |  |
| 1 | history | 57 |
| 2 | determinants of personality | 58 |
| 3 | biological | 59 |
| 4 | heredity | 59 |
| 5 | brain | 59 |
| 6 | physical features | 59 |
| 7 | cultural factors | 60 |
| 8 | family and social factors | 60 |
| 9 | socialization process | 60 |
| 10 | identification process | 60 |
| 11 | personality theories | 61 |
| 12 | intrapsychic theory | 61 |
| 13 | id | 62 |
| 14 | ego | 62 |
| 15 | superego | 63 |
| 16 | type theories | 63 |
| 17 | trait theories | 64 |
| 18 | evaluation of trait theories | 64 |
| 19 | social learning theory | 65 |
| 20 | self theory | 65 |
| 21 | self-concept | 65 |
| 22 | the organism | 66 |
| 23 | the development of self:personlity | 66 |
| 24 | evaluation of self-theory | 67 |
| 25 | personality and organisation | 68 |
| 26 | individual personality determined | 68 |
| 27 | heredity-nature | 68 |
| 28 | environment- nurture | 68 |
| 29 | culture | 69 |
| 30 | family | 69 |
| 31 | group membership | 69 |
| 32 | life experiences | 69 |
| 33 | personality structure | 70 |
| 34 | big five personality structure | 70 |
| 35 | personality behavior | 70 |
| 36 | adjustment sociability  conscientiousness agreeableness intellectual openness | 70 |
| 37 | self esteem | 70 |
| 38 | locus of control | 71 |
| 39 | goal orientation | 73 |
| 40 | effect of locus of control on performance | 74 |
| 41 | information processing | 74 |
| 42 | initiative | 74 |
| 43 | motivation | 74 |
| 44 | introversion and extroversion | 75 |
| 45 | dogmatism | 76 |
| 46 | authoritarian | 76 |
| 47 | organizational; implications | 77 |
| 48 | person and the situation | 77 |
|  |  |  |
|  | unit 5:- Attitude |  |
| 1 | nature of attitude | 86 |
| 2 | arousal of attitude | 87 |
| 3 | attitudes and values | 88 |
| 4 | attitudes and opinions | 89 |
| 5 | attitude, beliefs and ideology | 89 |
| 6 | attitude and prejudice | 90 |
| 7 | characteristics of attitudes | 90 |
| 8 | valence | 91 |
| 9 | multiplicity | 91 |
| 10 | relation to needs | 91 |
| 11 | centrality | 91 |
| 12 | attitude formation | 92 |
| 13 | personal experiences | 92 |
| 14 | association | 92 |
| 15 | family | 93 |
| 16 | peer groups | 93 |
| 17 | models | 93 |
| 18 | institutional factors | 94 |
| 19 | measurement of attitude | 94 |
| 20 | thurstone's scale | 94 |
| 21 | likert's scale | 94 |
| 22 | Bogardu's social distance scale | 95 |
| 23 | Guttman's scale | 95 |
| 24 | measuring attitudes by means of projective tests | 95 |
| 25 | some problems in attitude measurement | 96 |
| 26 | changing attitudes | 96 |
| 27 | characteristics of communicator | 97 |
| 28 | the method of communication | 97 |
| 29 | characteristic of target | 98 |
| 30 | situational factors | 98 |
| 31 | new experiences | 98 |
| 32 | attitudes and behavior | 99 |
| 33 | work attitude | 99 |
| 34 | job satisfaction | 99 |
| 35 | sources of job satisfaction | 100 |
| 36 | effects of various work factors on job satisfaction | 101 |
| 37 | work itself | 101 |
| 38 | physical demands | 101 |
| 39 | personal interest | 101 |
| 40 | reward structure | 101 |
| 41 | working condition | 101 |
| 42 | physical needs | 101 |
| 43 | goal attainment | 101 |
| 44 | self | 101 |
| 45 | organisation and management | 101 |
| 46 | job satisfaction and employee performance | 102 |
| 47 | organizational commitment | 103 |
| 48 | sources of organizational commitment | 104 |
|  |  |  |
|  | unit 6:-motivation the why's of human behavior |  |
| 1 | history | 110 |
| 2 | motivational framework | 111 |
| 3 | characteristics and classification of motives | 111 |
| 4 | primary motives | 112 |
| 5 | general motives | 112 |
| 6 | secondary motives | 112 |
| 7 | power motive | 112 |
| 8 | achievement motives | 113 |
| 9 | affiliation motive | 113 |
| 10 | intra personal conflict | 114 |
| 11 | goal conflict | 114 |
| 12 | approach-approach | 114 |
| 13 | avoidance-avoidance | 114 |
| 14 | approach- avoidance | 114 |
| 15 | frustration | 115 |
| 16 | defense mechanism | 115 |
| 17 | rationalization | 115 |
| 18 | regression | 115 |
| 19 | aggression | 115 |
| 20 | fantasy | 115 |
| 21 | resignation ,flight or withdrawal | 116 |
| 22 | negativism | 116 |
| 23 | money as a motivator | 117 |
|  |  |  |
|  | unit 7:-work motivation theories |  |
| 1 | content theories | 124 |
| 2 | process theories | 124 |
| 3 | Abraham Maslow's theory of need hierarchy | 124 |
| 4 | sequence of Maslow's need hierarchy theory | 125 |
| 5 | physiological theories | 125 |
| 6 | safety needs | 125 |
| 7 | social needs | 126 |
| 8 | need for belongingness | 126 |
| 9 | need for esteem | 126 |
| 10 | self actualization need | 127 |
| 11 | Herzberg's two factor theory of motivation | 128 |
| 12 | hygiene factor and motivators for Herzberg two factor theory of motivation | 128 |
| 13 | job enlargement | 130 |
| 14 | job enrichment | 130 |
| 15 | criticism of Herzberg's theory | 131 |
| 16 | alderfer's  ERG theory | 131 |
| 17 | ERG model of motivation | 131 |
| 18 | vroom's expectancy theory of motivation | 133 |
| 19 | porter Lawler model | 134 |
| 20 | equity theory of work motivation | 135 |
| 21 | attribution theory | 136 |
| 22 | theory X and theory Y | 136 |
| 23 | Pygmalion in management | 137 |
|  |  |  |
|  | unit 8:- morale |  |
| 1 | productivity curve | 148 |
| 2 | indicators of morale | 149 |
| 3 | employee morale: role of leadership | 150 |
| 4 | it's not economy, it's you | 151 |
| 5 | steps towards recognizing and rehabilitating  low morale | 152 |
| 6 | look, listen take nothing for granted | 152 |
| 7 | honesty is surprise- the best policy | 153 |
| 8 | don't take away their training | 154 |
| 9 | no cheap tricks | 154 |
| 10 | employees of an organization with high morale | 156 |
| 11 | various aspects of morale | 156 |
| 12 | morale and happiness are not he same | 156 |
| 13 | elitism is the cornerstone of department morale | 157 |
| 14 | department have to earn high morale | 157 |
| 15 | the department must rid itself of employees who don’t meet standards | 157 |
| 16 | money and goodie cant buy morale | 158 |
| 17 | good leadership is essential for high morale | 158 |
| 18 | leaders of departments with high moral e are vulnerable | 158 |
| 19 | leaders have to keep  lines of communication  open with department members | 159 |
| 20 | improving employee morale | 159 |
| 21 | training | 160 |
| 22 | recognition | 160 |
| 23 | financial rewards | 160 |
| 24 | communication | 161 |
| 25 | alignment | 161 |
| 26 | leadership | 161 |
|  |  |  |
|  | unit 9:-work and conditions of work |  |
| 1 | characteristics of work | 166 |
| 2 | avoiding decrement in work curve | 166 |
| 3 | hypothetical work curve | 167 |
| 4 | reasons for decrement to occur | 167 |
| 5 | fatigue | 167 |
| 6 | boredom | 168 |
| 7 | creating favorable work environment | 170 |
| 8 | noise | 170 |
| 9 | music | 170 |
| 10 | illumination | 170 |
| 11 | color | 171 |
| 12 | atmospheric effect | 171 |
|  |  |  |
|  | unit 10:- conflict management |  |
| 1 | reasons for conflict | 176 |
| 2 | conflict process | 176 |
| 3 | levels of conflict in organizational behavior | 177 |
| 4 | intra personal | 178 |
| 5 | approach -avoidance | 178 |
| 6 | avoidance-avoidance | 178 |
| 7 | approach- approach | 178 |
| 8 | interpersonal | 178 |
| 9 | intra group | 178 |
| 10 | inter group | 178 |
| 11 | varieties of conflict | 178 |
| 12 | goal conflict | 178 |
| 13 | cognitive conflict | 178 |
| 14 | affective conflict | 179 |
| 15 | procedural conflict | 179 |
| 16 | interpersonal conflict handling styled | 179 |
| 17 | competing style | 180 |
| 18 | win-lose | 180 |
| 19 | accommodating style | 180 |
| 20 | lose-win | 180 |
| 21 | collaborating style | 181 |
| 22 | win-win | 181 |
| 23 | compromising style | 181 |
| 24 | win some-lose some | 181 |
| 25 | avoiding | 182 |
| 26 | lose-lose | 182 |
| 27 | interpersonal conflict management style | 183 |
| 28 | attitude towards conflicts | 183 |
| 29 | positive attitude | 183 |
| 30 | negative attitude | 183 |
| 31 | balanced attitude | 183 |
| 32 | negotiations in conflict management | 183 |
| 33 | negotiation | 183 |
| 34 | types of negotiation | 184 |
| 35 | distributive negotiations | 184 |
| 36 | integrative negotiations | 184 |
| 37 | attitudinal structuring | 184 |
| 38 | intra organizational negotiations | 184 |
| 39 | mediation | 185 |
| 40 | competencies and tasks by mediator | 185 |
| 41 | key tasks in mediator's role include | 185 |
|  |  |  |
|  | unit 11:-group dynamics |  |
| 1 | propinquity | 194 |
| 2 | balance | 194 |
| 3 | exchange | 194 |
| 4 | classification and types of groups | 194 |
| 5 | friendship group | 194 |
| 6 | task group | 194 |
| 7 | formal group | 195 |
| 8 | informal group | 195 |
| 9 | effective group | 195 |
| 10 | teams and types of teams | 195 |
| 11 | team empowerment | 196 |
| 12 | types of team s | 196 |
| 13 | functional teams | 196 |
| 14 | problem solving teams | 196 |
| 15 | cross-functional teams | 196 |
| 16 | self-managed teams | 197 |
| 17 | virtual teams | 197 |
| 18 | development stages of teams | 198 |
| 19 | forming stage | 198 |
| 20 | storming stage | 198 |
| 21 | norming stage | 198 |
| 22 | performing stage | 198 |
| 23 | adjourning stage | 198 |
| 24 | influences in team effectiveness | 199 |
| 25 | context | 199 |
| 26 | goals | 199 |
| 27 | team size | 200 |
| 28 | team member roles and diversity | 200 |
| 29 | taps oriented roles | 200 |
| 30 | initiating | 200 |
| 31 | seeking information  or opinion | 200 |
| 32 | giving information or opinion | 200 |
| 33 | clarifying and elaborating | 200 |
| 34 | summarizing | 200 |
| 35 | consensus testing | 200 |
| 36 | relationship oriented rules | 200 |
| 37 | harmonizing | 200 |
| 38 | gate keeping | 200 |
| 39 | encouraging | 201 |
| 40 | compromising | 201 |
| 41 | self-oriented goals | 201 |
| 42 | dominator | 201 |
| 43 | negativist | 201 |
| 44 | aggressor | 201 |
| 45 | playboy | 201 |
| 46 | story teller | 201 |
| 47 | interrupter | 201 |
| 48 | poor me | 201 |
| 49 | team diversity | 202 |
| 50 | norms | 202 |
| 51 | cohesiveness | 202 |
| 52 | group think process and remedies to overcome group think | 202 |
| 53 | group thing process | 203 |
| 54 | organizational remedies | 203 |
| 55 | leader oriented remedies | 203 |
| 56 | member oriented remedies | 203 |
| 57 | process oriented remedies | 203 |
| 58 | group maturity | 204 |
| 59 | mature group | 204 |
| 60 | group: a sociological view | 204 |
| 61 | types of work mates | 205 |
| 62 | work relationships seems to have rules | 205 |
| 63 | understanding groups | 206 |
| 64 | 2X2 group behavior diagram | 206 |
| 65 | group cohesiveness or unity | 206 |
| 66 | factors that help unite a group | 206 |
| 67 | sharing premises | 207 |
| 68 | similar backgrounds | 207 |
| 69 | rewarding experiences | 207 |
| 70 | activities requiring cooperation | 207 |
| 71 | effective team work | 207 |
| 72 | good teams | 207 |
| 73 | collective leadership | 208 |
|  |  |  |
|  | unit 12:- stress management |  |
| 1 | alarm reaction | 218 |
| 2 | stage of resistance | 218 |
| 3 | stage exhaustion | 218 |
| 4 | diagrammatic form of the general adaption syndrome | 218 |
| 5 | stress definition | 219 |
| 6 | types of stress/stressors | 220 |
| 7 | eustress | 220 |
| 8 | distress | 220 |
| 9 | hyper work stress | 220 |
| 10 | hypo stress | 220 |
| 11 | organizational stressors | 221 |
| 12 | life stressors | 221 |
| 13 | personal stressors | 222 |
| 14 | management of stress | 224 |
| 15 | love thyself | 224 |
| 16 | managing stress | 224 |
| 17 | body soul mind | 224 |
| 18 | know your personality | 224 |
| 19 | recognition is half the solution | 224 |
| 20 | some behavioral symptoms of stress | 225 |
| 21 | ways to overcome stress | 226 |
| 22 | love your body | 226 |
| 23 | have a regular medical check up | 226 |
| 24 | exercise regularly | 226 |
| 25 | don’t touch tobacco | 226 |
| 26 | mind what you eat | 227 |
| 27 | drink | 227 |
| 28 | love your mind | 227 |
|  |  |  |
|  | unit 13:- leadership |  |
| 1 | Katz and Kahn | 234 |
| 2 | classification on leadership | 236 |
| 3 | lowa leadership studies | 236 |
| 4 | Ohio state leadership studies | 237 |
| 5 | early Michigan leadership styles | 238 |
| 6 | leadership skills and styles | 238 |
| 7 | types of leadership skills | 239 |
| 8 | technical skills | 239 |
| 9 | human skills | 239 |
| 10 | conceptual skills | 239 |
| 11 | leadership style | 240 |
| 12 | autocratic | 240 |
| 13 | participative | 241 |
| 14 | free- rein | 241 |
| 15 | managerial grid | 242 |
| 16 | 1.9, 9.0,5.5, 9.1,1.1 | 242 |
| 17 | impoverished style | 242 |
| 18 | Blake and mouton | 242 |
| 19 | middle of the roader | 242 |
| 20 | rensis linkert's four system management | 243 |
| 21 | casual variables | 243 |
| 22 | intervening variables | 243 |
| 23 | end-result variables | 243 |
| 24 | likert's style of leadership are classified into four distinct types | 243 |
| 25 | system 1: exploitative, Authoritative | 243 |
| 26 | system 2:Benovalent-Authoritative | 243 |
| 27 | consultative | 244 |
| 28 | democratic | 244 |
| 29 | leadership behavior continuum | 244 |
| 30 | theories of leadership | 246 |
| 31 | trait theories of leadership | 246 |
| 32 | free fiedlers contingency theory of leadership | 247 |
| 33 | life cycle theory | 248 |
| 34 | path goal leadership theory | 248 |
| 35 | directive leadership | 249 |
| 36 | supportive leadership | 249 |
| 37 | participative leadership | 249 |
| 38 | achievement-oriented leadership | 249 |
| 39 | latest trends in leadership | 250 |
| 40 | can leadership be taught | 251 |
| 41 | Abraham Zaleznik | 252 |
| 42 | do organisation need leaders or leadership | 253 |
| 43 | leadership effectiveness | 253 |
| 44 | a preference for hierarchy | 253 |
| 45 | embeddedness | 253 |
| 46 | personalized, not contractual relationship | 253 |
| 47 | harmony and tolerance | 254 |
| 48 | doing one's duty -dharma | 254 |
| 49 | an agrarian past and present | 254 |
| 50 | the caste system and landowning patterns | 254 |
| 51 | nurturant task leader | 254 |
| 52 | leadership questionnaire | 257 |
| 53 | depicting the leadership style profile sheet | 258 |
|  |  |  |
|  | unit14: management of organizational change |  |
| 1 | characteristics of organizational change | 268 |
| 2 | forces for change | 269 |
| 3 | internal forces | 269 |
| 4 | external forces | 269 |
| 5 | technology | 270 |
| 6 | economic shocks | 270 |
| 7 | market situation | 270 |
| 8 | social and political change | 271 |
| 9 | resistance to change | 271 |
| 10 | individual resistance | 271 |
| 11 | economic reasons | 272 |
| 12 | obsolescence of skills | 272 |
| 13 | preference for status quo | 272 |
| 14 | fear of the unknown | 273 |
| 15 | social reasons | 273 |
| 16 | social displacements | 273 |
| 17 | peer pressure | 273 |
| 18 | organizational resistance to change | 274 |
| 19 | structural resistance | 274 |
| 20 | resource constraints | 274 |
| 21 | sunk costs | 275 |
| 22 | general apathy | 275 |
| 23 | force field analysis | 275 |
| 24 | communication | 275 |
| 25 | proper management style | 276 |
| 26 | planning to overcome change | 277 |
| 27 | forces demanding change | 277 |
| 28 | recognize the need for change | 277 |
| 29 | diagnose the problem | 278 |
| 30 | techniques used for diagnosis | 278 |
| 31 | interviews | 278 |
| 32 | questionnaires | 278 |
| 33 | observations | 279 |
| 34 | secondary data unobtrusive measures | 279 |
| 35 | plan the change | 280 |
| 36 | implement the change | 281 |
| 37 | resistance control power | 281 |
| 38 | implement the change by changing the structure | 281 |
| 39 | implement the change by changing technology | 282 |
| 40 | implement the change by changing people | 282 |
| 41 | unfreezing | 282 |
| 42 | moving- changing | 283 |
| 43 | refreezing | 283 |
| 44 | follow up on the change | 283 |
|  |  |  |
|  | unit 15:- organizational culture |  |
| 1 | includes | 296 |
| 2 | innovation and risk taking | 297 |
| 3 | attention and detail | 297 |
| 4 | outcome orientation | 297 |
| 5 | people orientation | 297 |
| 6 | team orientation | 297 |
| 7 | aggressiveness | 297 |
| 8 | stability | 297 |
| 9 | development and levels of organizational culture | 298 |
| 10 | developing organizational culture | 298 |
| 11 | external adaption and survival | 298 |
| 12 | internal integration | 299 |
| 13 | language and concepts | 299 |
| 14 | group and team boundaries | 299 |
| 15 | power and status | 299 |
| 16 | rewards and punishment | 299 |
| 17 | maintaining organizational culture | 300 |
| 18 | reactions to incidents and crises | 300 |
| 19 | role modelling,teaching and coaching | 300 |
| 20 | allocation of rewards and status | 300 |
| 21 | recuitmnet,selection , promotion and removal | 300 |
| 22 | rites, ceremonies and stories | 300 |
| 23 | changing organizational culture | 301 |
| 24 | types of corporate culture | 302 |
| 25 | bureaucratic culture | 303 |
| 26 | clan culture | 303 |
| 27 | entrepreneurial culture | 303 |
| 28 | market culture | 304 |
| 29 | performance and transitional culture | 304 |
| 30 | benefits of strong organizational culture | 304 |
| 31 | managing cultural diversity | 305 |
| 32 | how employees learn culture in an organiasiton | 306 |
| 33 | stories | 306 |
| 34 | ritual s | 307 |
| 35 | perks | 307 |
| 36 | language | 307 |
| 37 | matching people with cultures | 308 |
| 38 | sociability | 308 |
| 39 | solidarity | 308 |
| 40 | Goffee and Jone | 309 |
| 41 | networked culture | 309 |
| 42 | mercenary culture | 309 |
| 43 | fragmented culture | 309 |
| 44 | communal culture | 309 |
| 45 | concept of organizational socialization | 310 |
|  |  |  |
|  | unit 16:-Organizational power and politics |  |
| 1 | dependency theory of power | 315 |
| 2 | important | 316 |
| 3 | scarce | 316 |
| 4 | non-substitute | 316 |
| 5 | dependency, power and bargaining outcomes | 317 |
| 6 | bases and sources of power | 319 |
| 7 | interpersonal sources | 320 |
| 8 | coercive power | 320 |
| 9 | reward power | 321 |
| 10 | legitimate power | 321 |
| 11 | expert power | 321 |
| 12 | referent power | 322 |
| 13 | structural sources of power | 322 |
| 14 | knowledge as power | 322 |
| 15 | resources as power | 322 |
| 16 | decision making as power | 323 |
| 17 | networks as power | 323 |
| 18 | effective use of power | 323 |
| 19 | making effective use of power | 324 |
| 20 | influence strategy | 324 |
| 21 | rational persuasion | 324 |
| 22 | inspirational appeal | 324 |
| 23 | consultation | 324 |
| 24 | integration | 324 |
| 25 | exchange | 324 |
| 26 | personal appeal | 324 |
| 27 | coalitions | 324 |
| 28 | legitimating | 324 |
| 29 | pressure | 324 |
| 30 | political behavior and organizational politics | 324 |
| 31 | political behavior | 324 |
| 32 | organizational politics | 325 |
| 33 | forces creating political behavior | 326 |
| 34 | personality and political behavior | 326 |
| 35 | personality traits | 326 |
| 36 | need for power | 326 |
| 37 | Machiavellianism | 326 |
| 38 | locus of control | 326 |
| 39 | risk seeking propensity | 326 |