

# 4306

## M. COM. (PREVIOUS) BUSINESS ADMINISTRATION

### 6.1 BUSINESS MANAGEMENT

#### Unit – I

##### Development of Management Thought

Taylor : Fayol :	Scientific Management
McGregor :	Principles of General Management Theory-X and Theory-Y
Maslow's :	Need Hierarchy Theory
Rensis Likert :	Link Pin-Model

#### Unit – II

Management by objectives: Concept, Nature, Process, Benefit & Weakness and Recommendations to make MBO Successful.

#### Unit – III

Committees and Group decision-making: Nature of Committees, reasons for using Committee, Disadvantages of Committees, misuse of Committee, Successful operation of Committee.  
Managing Group Dynamics: Concept, Importance, Uses & limitation.

#### Unit – IV

Relationship between person and organisation: Organisational conflict, Causes and management of conflict, Organisational culture and its impact.

#### Unit – V

Organisational change and development: Approaches to organizational change, introducing change successfully, Organisational development.

#### Suggested Readings

1. Dwivedi, R.S.: Human Relations of Organisationl Behaviour (Oxford & IBH).
2. Koontz O'Donnell and Weirhich: Management, McGraw Hill, New Delhi.
3. Luthans: Organisational Behaviour – An Outline of Organisational Principles of Management.
4. Rajpurohit, Sharma, Sharma Gupta: Management Ajmera Book, Jaipur.
5. Singh, Kavita: Organisational Behaviour (Prentice Hall). Study
6. Shrimali, Sudha, Vyas, Jain: Principle of Business Management, RBD Publication, Jaipur.