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Approaches to Organizational Behavior Studies

Human Resources Approach

Contingency Approach

Productivity Approach

Systems Approach

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The Impact of High Performance Work Systems in Irish Companies: An Examination of Company and Employee Outcomes

By
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Dr. Edel Conway

A Thesis Submitted to Dublin City University as Partial
Fulfillment for the Degree of Doctor of Philosophy
Dublin City University Business School

November 2009

Nadia Ferreira
Ingrid L. Potgieter
Melinde Coetzee *Editors*

Agile Coping in the Digital Workplace

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Unit - III

Human Resource Development (HRD): Concepts, Assumptions, Values, HRD Mechanisms, Action – research Model, HRD Culture and Climate, HRD Interventions, HR Accounting and Audit, Consultant – client relationship, Knowledge Management, Human Resource Information System.

International Human Resource Management (IHRM): Organisational context of IHRM, IHRM and Sustainable Business, Functions of IHRM, Cross – Cultural Studies, Cultural Diversity, Transnational Organisations, IHRM models.

Unit - IV

Organisational Behaviour: Concept, Scope, Nature of human behavior, Personality, Perception, Learning, Attitude, Motivation, Interpersonal Behaviour, Group Dynamics, Leadership, Communication, Power and Authority, Stress, Organisational Change and Development.

Unit - V

Industrial Relations: Concept, Scope, Evolution, Approaches, Actors and Models, Conflict and cooperation, Bi-partitism, Tri-partitism, Collective Bargaining, Workers' Participation in Management, Grievance Handling and Disciplinary Action, Code of Conduct, Industrial Relations in changing scenario, Employers' organisations.

Trade Unions: Concepts, Evolution, Problems of trade unions in India, Recognition, The Trade Unions Act, 1926. Emerging role of trade unions in India.

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