

Dr. Nilam Panchal

Published by : VISTA PUBLISHERS

Regd Office:

D/2, Shri Aurbindo Society, Bodakdev, Ahmedabad - 380054 (India)

Sales Office:

E-479, Vaishali Nagar, Jaipur - 302021 (India) Ph.: +919327026507, +919784097436

E-mail: vistapublishers@gmail.com vistapublishers@yahoo.com

ISBN: 978-81-936561-3-6

© Dr. Nilam Panchal

First Published 2018

All right reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, mechanical, photocopying, recording without the prior permission in writing of the publisher. Responsibility for the facts stated, opinions expressed, conclusions reached and plagiarism, if any, in this volume is entirely that of the Author, according to him the matter encompassed in this book has been originally created/edited and resemblance with any such publication may be incidental only. The Publisher bears no responsibility for them, what so ever.

INDEX

	SECTION 1: MINIMOENEM AND ONOMINE	011
	BEHAVIOUR	
1.	Introduction to Management and	
	Organization Behavior	1
2.	Management and Globalization of Business	12
3.	Organization Learning Theories	18
4.	Attitude, Job Satisfaction and Organisation	
	Citizenship Behaviour	27
	SECTION- 2: COGNITIVE PROCESSES OF	
	ORGANISATION BEHAVIOUR	
5.	Employee Motivation: Needs,	
	Processes and Theories	35
6.	Personality and Determinants	45
7.	Values and Employment in Organisations	55
8.	Perception and Decision Making	64
	SECTION- 3: DYNAMICS OF ORGANIZATION	
9.	Group Decision Making and Team work	83
10	. Power and Politics	93
11.	Organization and Organization Structure	101
12	Organization Culture	114
13.	Organizational Change	122
14.	Organizational Conflict	136

136

14.



Dr. Nilam Panchal, an MBA, PGDIRPM (Gold Medalist), M. Phil. (Gold Medalist), PhD, is working as an Associate Professor, B. K. School of Business Management, Gujarat University. During the course of her career in academics, she completed the Faculty Development Programme in Management (FDPM) from the prestigious Indian Institute of Management, Ahmedabad (IIMA). She has also completed the Specialized Faculty Development Programme (SFDP) on Finance & Accounting and Research at IIM Ahmedabad.

Prior to joining Gujarat University, Dr. Nilam has worked as a full time Faculty at Institute of Management, Nirma University. She has over 17 years of academic and industry experience. She has completed Teaching assignments with Management Development Institute (MDI) Murshidabad, Calcutta, Institute of Management, Nirma University, Ahmedabad, P G Diploma

in Finance Programme at MIMS, Manipur (Central University), Institute of Technology, Nirma University, Ahmedabad, Manipur Institute of Management Studies (MIMS), Manipur University, Knowledge Consortium of Gujarat (KCG), Ahmedabad, Centre for Entrepreneurship and Skill Development, Manipur University, Narmada College of Science and Commerce (BBA Programme), Narmada College Campus, Bharuch, Narmada College of Management, GNFC, Bhaurch, HNSB College of Business Management, North Gujarat University, Himatnagar, UGC - HRDC (Academic Staff College), Gujarat University, G.H.Patel Post Graduate Institute of Business Management, Sardar Patel University, Vallabh Vidyanagar, Government BBA College, Gujarat University, Indus University.

She has attended various Management Teacher's Programmes (MTPs) and FDPs at IIM-Bangalore, IIM-Indore, IIM-Noida, MDI- Guragaon to name a few. She has published more than 60 research articles in refereed national and international academic journals, book chapters and cases and presented papers in many national and international conferences. She has been awarded Merit certificate by Education Department, Government of Gujarat in recognition of meritorious score in Gujarat. She is recipient of various awards and Prizes for Best research papers, best performer and best teacher.

She is acting as a Chairman of Indian Society for Training and Development (ISTD) - Ahmedabad Chapter. She was acting as Vice-Chairman of ISTD- Ahmedabad Chapter till date. She is passionate about teaching, research and training and has been engaging in enabling Individuals and Organizations through coaching, training and learning and development. She has taught courses at MDI. She is Co-ordinator of Post Graduate Diploma Programme in Finance Management for the Management Academy, Gujarat University. Dr. Nilam started FMDP Cell in the Gujarat University and has been conducting Management Development Programmes (MDPs) for Middle-level executives , Faculty Development Programmes for the Management Faculties and Student Development Programmes for students of Management. Besides, She has been member of Editorial Boards of various national and International Journals. She is acting as a Vice-Chairman-ISTD - Ahmedabad Chapter. She has been visiting /Guest faculty at MDI- Murshidabad, Nirma University, MIMS -Manipur University, Centre for Entrepreneurship and Skills Development - Manipur University, KCG, S.P. University, Parul University and affiliated colleges of Gujarat University.

Besides, Dr. Panchal has delivered many invited keynote speech and talks in international and national level conferences/ Seminars/ Training Programmes across the nation. She has conducted Employee Development, Management Development, Faculty Development and Women Development Programmes for Executives & Middle Level Managers of different organizations like Kohler India, GNFC (NARDES & Ladies Club), P I Industries, Classic Hotels, Zindal Industries, Babina Diagnostics, Asian Paints Limited to name a few. She has been the convenor of the First, Second and Third Youth Summits at national and International levels in the Gujarat University. She has developed MOOCs and E-Contents Modules under UGC-HRDC on various subjects of Economics, Commerce and Management which is part of SWAYAM PRABHA, DTH channel devoted to telecasting of high-quality educational programmes.



Regd. Office: D/2, Shri Aurbindo Society, Bodakdev,

Ahmedabad - 380054 (India)

Sales Office: E-479, Vaishali Nagar, Jaipur-302021 (India)

(M): 09327026507, 09784097436 E-mail: vistapublishers@gmail.com vistapublishers@yahoo.com

Also at - U.K. | U.S.

