



Subject Code: 1MS3010204

Subject Title: Introduction to Organization Behavior

1. Course Overview

This course deals with the basic principles of management that have been derived from managerial experience. Management as a discipline has evolved over a period of time. The course will provide a historical perspective to the discipline. One of the program objectives is for the participants to understand their personal experience in work organization in terms of management theory. This course looks at the behavior of people in work organization & problems associated with such behavior in work. The course will help the participants observe & reflect on their own as well as other group member's behavior in work organizations.

2. Course Objectives

After the course, participants

- Would be able to understand people behavior as an individual & group. Also can be separated will be able to identify reasons of this behavior as explained in theories of individual & group behavior.
- Would be able to make sense out of different models of Organizational Behavior.
- Would be able to identify different factors affecting employee commitment, motivation, stress, performance & change.
- Would be able to understand power, authority, allocation & conflicts in the organization and methods of resolution.

3. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Continuous Assessment	
3	1	0	4	60	40	100

4. Syllabus:

Module No.	Contents	Total Hours	Weight (%)
1	<p>Introduction to Organization & Individual Behavior</p> <ul style="list-style-type: none"> ✓ General Orientation & Introduction for OB ✓ Fields related to OB, Models, Challenges & Opportunities for OB ✓ Ability – Intellectual, Physical, Biographic Characteristics ✓ Reinforcement Theories 	6	10

2	Motivation ✓ Motivation – Definition, Early & Contemporary Theories ✓ Introduction to Job Design & linkage with Motivation	7	15
3	Leadership ✓ Leadership – Awareness, Theories, Approaches, Transactional, Transformational, & ✓ Charismatic Leadership	7	15
4	Organizational Changes & Stress management ✓ Work Stress & Its Management, Meaning of Stress, Understanding Stress, Potential Sources, Consequences & ✓ Management of stress Introduction to OD process & Change management	8	15
5	Team & Group Behavior ✓ Foundation of Individual & Group Behavior ✓ Understanding Work Teams, Creation of Effective Teams, Turning Individual into Team Players	7	15
6	Organizational Conflicts & its Management ✓ Definition of Conflict, Transitions in Conflict Thought ✓ Functional vs. Dysfunctional Conflict ✓ The Conflict Process ✓ Managing Conflicts: Styles	5	15
7	Organizational Power & Politics ✓ Definition of Power ✓ Contrasting Leadership & Power ✓ Bases of Power Dependency: The Key to Power	5	15

5. Suggested Readings

Text Books

Author /s	Publication	Title
Udai Pareek	Oxford Education	Organizational Behavior

Reference Books

Author /s	Publication	Title
Stephen P. Robbins	Prentice Hall of India, New Delhi	Organization Theory – Structure
New Storm & Keith Davis	Tata McGraw Hill	Organizational Behavior
Stephen P. Robbins, David A. Decenzo, Sanghamitra Bhattacharya, Madhushree Nanda Agarwal	Pearson Education	Fundamentals of Management (Essential Concept & Application)

James Stoner, Edward Freeman, Daniel Gilbert Jr	Prentice Hall of India, New Delhi,	Management
UdaiPareek	Oxford press	Understanding Organizational Behavior
Suja S. Nair	Himalayan Publishing house	Organizational behavior – Texts & cases
Koontz and Wehrich	Tata McGraw Hill	Essentials of Management
Richard L. Daft	Thompson South-Western	‘Organization Theory & Design’
Fred Luthans	Tata McGraw-Hill.	Organizational Behavior
IrawatiKarve	Deccan College	Yuganta- The End of an Epoch

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination * For the written examination, the open book examination may be opted by the paper setter appropriately	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Case Presentation, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. -The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%