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| <b>Subject Code: 1MS2010102</b> | <b>Subject Title: Organizational Behaviour</b> |
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**1. Course Objectives and Outline:**

- To develop an understanding of the behaviour of individuals and groups inside organizations
- To build skills in understanding individuals, interpersonal, and group process for increased effectiveness of organizations.
- To develop theoretical and practical insights for effectively managing the organizational processes.

**2. Teaching Scheme (Hours per week)**

| Lecture (Hrs.) | Tutorial | Practical | Credit | Evaluation Scheme (Marks) |                       | Total |
|----------------|----------|-----------|--------|---------------------------|-----------------------|-------|
|                |          |           |        | University Assessment     | Continuous Assessment |       |
| 4              | -        | -         | 4      | 60                        | 40                    | 100   |

**3. Syllabus**

| Module No. | Contents                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Total Hours | Weight |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|--------|
| 1          | Understanding Concept of Organizational Behaviour: Meaning, Definition and Scope, Contributing Disciplines to the Development of OB, Challenges and Opportunities for Organization Behaviour, Leadership: Concept of Leadership, Styles of Leadership, Trait Approach, Contingency Leadership Approach, Contemporary Leadership, Meaning and Significance of Contemporary Leadership, Concept of Transformational Leadership, Contemporary Issues in Leadership, Contemporary Theories of Leadership                                                                                                                                                                                                                                | 12          | 25%    |
| 2          | Attitude: Attitude, Components of Attitude, Relationship between Behaviour and Attitude, Job Attitude, Barriers to Changing Attitudes<br>Personality and values: Definition and Importance of Personality, The Myers-Briggs Type Indicator and The Big Five Personality Model, Personality and job - fit theory, Importance of Values, Terminal and Instrumental Values<br>Moods and Emotion, Learning, Perception: Meaning and Concept of Perception, Factors Influencing Perception, Selective Perception, Attribution Theory, Perceptual Process, Motivation: Definition and Concept of Motive and Motivation, The Content Theories of Motivation, The Process Theories, Contemporary Theories- Equity Theory of Work Motivation | 12          | 25%    |

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |     |
|----------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|-----|
| <b>3</b> | The Meaning of Managing Teams: Group Behaviour and Group Dynamics, Types of Groups, The Five -Stage Model of Group Development<br>Developing Work Teams, Team Effectiveness and Team Building<br>Power: Definition, Bases of Power, Power Tactics, Organizational Politics, Causes and Consequences of Political Behaviour                                                                                                           | 12 | 25% |
| <b>4</b> | Dimension of Culture, Creating and Sustaining Culture, Types of Culture, Transmission of Culture on Employee, Indian Culture, Managing Conflict and Negotiation - Conflict in Organizations, A Contemporary Perspective on Intergroup Conflict, What Causes Inter Group Conflict, Causes of Dysfunctional Intergroup Conflict, Managing Intergroup Conflict, Negotiations, Negotiation Tactics, Increasing Negotiation Effectiveness | 12 | 25% |

#### 4. Course Pedagogy

The pedagogy of the subject emphasizes on to improve basic understanding of the organizational behaviour which is focusing on individual and group behaviour. The study goes on to expand the scope of learning and understanding of various organization behaviour functions through concept discussion, problem solving and case based learning. It's also incorporating group work as a part of continuous evaluation.

#### 5. Suggested Readings

##### a. Books

| <b>Sr. No.</b> | <b>Books</b>                                                                           |
|----------------|----------------------------------------------------------------------------------------|
| 1              | Organizational Behaviour by Stephen Robins, Timothy Judge, Neharika Vohra, Pearson.    |
| 2              | Organizational Behaviour by K Ashwathappa. Himalaya Publishing House.                  |
| 3              | Understanding OB by Uday Pareek, Oxford.                                               |
| 4              | Organizational Behaviour by Margir Parikh, Rajen Gupta. Mc Hraw Hill Higher Education. |
| 5              | Organizational Behaviour by fred luthans, McGraw-Hill                                  |
| 6              | Organizational Behaviour by M N Mishra, Vikas Publishing                               |

##### b. Journals/Magazines

- Journal of Organizational Behaviour, Wiley online library.
- Research in Organizational Behaviour, Elsevier
- Journal of Organizational Behaviour Management, Taylor & Fransis online
- Organizational Behaviour and Human Performance, Science Direct.

**c. Web-Links**

- <http://study.com/academy/course/organizational-behavior-course.html>
- <http://www.myorganisationalbehaviour.com/category/blog/>
- <http://economictimes.indiatimes.com/topic/Organizational-Behavior>
- <http://sloanreview.mit.edu/topic/organizational-behavior/>
- <http://www.christiangreenwoodschool.com/list-of-topics-for-organizational-behavior-research-paper/>

**6. Evaluation Scheme**

| Sr. No. | Component                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Weight |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| 1       | <b>University Examination</b><br><i>(The university examination for this subject may be open book examination. In case of open book examination, case analysis may be asked in the question paper)</i>                                                                                                                                                                                                                                                                                                                         | 60%    |
| 2       | <b>Internal Assessment</b><br>-Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components;<br><i>Class Test, Quiz, Assignments, Case Presentation, Class Participation, Projects, Team/Individual Assignments.</i><br>-The weightage of a sub-component should not exceed 50% of internal assessment component weight.<br>- The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions. | 40%    |