

Branch Name:	MANAGEMENT
Program Code:	MS201
Course Name:	Organizational Behavior
Course Code:	2MS2010102T
Pre-requisite Course:	POM

Course Objectives:

- 1) To understand the behavior of individuals and groups and individuals in groups within an organization.
- 2) To understand the Job related Attitudes of employees for effective employee management.
- 3) To know and differentiate individual employees' Personality, Perception and Motivation to ensure they are aligned with organizational objectives.
- 4) To understand and improve team and group behaviors for organizational effectiveness.
- 5) To improve negotiation and conflict management in order to ensure strong interpersonal relation, employee involvement and engagement.

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
Lecture (L)	Tutorial (T)	Practical (P)	Credit	Theory (Marks)		Practical (Marks)		Total (Marks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
4	-	-	4	60	40	-	-	100

Subject Contents:

Sr No.	Topic	Total Hours	Weightage (%)
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 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 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%

3	The Meaning of Managing Teams: Group Behaviour and Group Dynamics, Types of Groups, The Five -Stage Model of Group Development Developing Work Teams, Team Effectiveness and Team Building Power: Definition, Bases of Power, Power Tactics, Organizational Politics, Causes and Consequences of Political Behaviour	12	25%
4	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%

Text Books:

Sr. No.	Books
1	Organizational Behaviour by Stephen Robins, Timothy Judge, Neharika Vohra, Pearson

Reference Books:

Sr. No.	Books
1	Organizational Behaviour by K Ashwathappa. Himalaya Publishing House.
2	Understanding OB by Uday Pareek, Oxford.
3	Organizational Behaviour by Margir Parikh, Rajen Gupta. Mc Hraw Hill Higher Education.
4	Organizational Behaviour by fred luthans, McGraw-Hill
5	Organizational Behaviour by M N Mishra, Vikas Publishing

List of Open Source Software/learning website:

1. "Management Concepts and Applications/Management" available on
2. https://en.wikibooks.org/wiki/Management_Concepts_and_Applications/Management
3. <http://www.managementconcepts.com/>
4. http://www.managementstudyguide.com/planning_function.htm
5. <http://study.com/academy/course/organizational-behavior-course.html>
6. <http://www.myorganisationalbehaviour.com/category/blog/>

LAB/Practical

1. Students should be taken to Industrial Visit to understand Organizational Structure and Management Process.
2. Expert talk from Managers and OB Practitioners can be arranged for students to understand Manager's role.
3. Role Play, simulations, situational analysis and in basket exercises can be given to student to understand Leadership and Managerial roles and challenges.

Journals/Magazines

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

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	Define and Understand the concepts of Organizational behaviour	L1, L2
CLO2	Analyzing various leadership styles and its adaptation based on organizational situations	L4, L6
CLO3	Identify, understand and evaluate the individual differences of Attitude, Personality, Perception and Motivation	L1, L2, L5
CLO4	Understand and classify Group and Team behaviour of individuals	L2, L4
CLO5	Define power, politics and organizational culture	L1, L2
CLO6	Understand and Elaborate effective negotiation technique for conflict management	L1, L6

Mapping of CLOs with Pos & PSOs

Course	Program Outcomes(POs)								Program Specific Outcomes(PSOs)	
Learning Outcomes	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PSO1	PSO2
CLO1	H	H	M	M	H	L	L	L	L	L
CLO2	H	H	H	H	M	L	M	H	H	M
CLO3	H	M	H	H	M	L	L	M	L	L
CLO4	M	L	M	H	M	L	L	H	L	L
CLO5	H	L	L	H	L	L	M	L	L	L
CLO6	H	H	H	H	M	L	M	M	M	M

H: High, M: Medium, L: Low
