

Branch Name:	MANAGEMENT
Program Code:	MS301
Course Name:	Introduction to Organization Behavior
Course Code:	2MS3010204T
Pre-requisite Course:	Commerce & Trade, Forms of Business, Economics,

Course Objectives:

- 1) This course helps students in understanding the basic principles of management.
- 2) The course will provide a historical perspective to the discipline how Management has evolved over a period of time.
- 3) This course looks at the behavior of people in work organization & problems associated with human behavior in work.
- 4) The course will help the students observe & reflect on their own as well as other group member's behavior in work organizations.
- 5) This course will help to understand the Job related Attitudes of employees for effective employee management.

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	
3	1	-	4	60	40	-	-	100

Subject Contents:

Sr No.	Topic	Total Hours	Weightage (%)
1	Introduction to Organization & Individual Behaviour 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

Text Books:

Sr. No.	Books
1	Udai Pareek, Oxford Education, Understanding Organizational Behavior

Reference Books:

Sr. No.	Books
1	Stephen P. Robbins Prentice Hall of India, New Delhi Organization Theory –Structure
2	Fred Luthans, Tata McGraw-Hill, Organizational Behavior
3	Suja S. Nair, Himalayan Publishing house, Organizational behavior –Texts & cases

List of Open Source Software/learning website:

1. https://en.wikibooks.org/wiki/Management_Concepts_and_Applications/Management
2. <http://study.com/academy/course/organizational-behavior-course.html>
3. <http://www.myorganisationalbehaviour.com/category/blog/>

LAB/Practical

1. Students should be taken to Industrial Visit to understand management process
2. Expert talk from Managers can be arranged for students to understand Manager's role

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

CLO	Description	Bloom's Taxonomy Level
CLO1	Understand the concepts and models of Organizational behavior, identifying issues and challenges faced by managers'	L1, L2, L3, L4
CLO2	To understand and analyze the various leadership styles and identify the best styles.	L2, L4, L3
CLO3	To understand the concept of motivation and Job design approach.	L1, L2
CLO4	It helps in analyzing and understanding organizational development and change management processes.	L2, L4
CLO5	It help in understanding stress and its management	L1, L2
CLO6	To Understand and classify and develop Group and Team behavior of individuals	L2, L4
CLO7	Understand conflict process and its management	L2
CLO8	Understanding and defining organizational power and politics	L1, L2

Mapping of CLOs with Pos & PSOs

Course	Program Outcomes(POs)								Program Specific Outcomes(PSOs)	
Learning Outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H	H	M	H	L	L	H	H	H	M
CLO2	M	H	H	H		H	M	H	H	M
CLO3	M	L	H	L			M		M	
CLO4	H	M	M			L		M		M
CLO5	H	M		H	L			M	H	
CLO6	M			H		L		M	M	
CLO7	H	H	H	H	M		H	M	M	L
CLO8	M	M		M		L	M		M	

H: High, M: Medium, L: Low