

Branch Name:	Computer Engineering / Information Technology
Program Code:	ET103/ ET105
Subject Title:	Organisational Behavior
Subject Code:	2ET1000411T
Pre-requisite:	-

Course Objectives:

- Organizational Behavior deals with the application of management skills applied to individual as well as group of persons.
- It also helps in team work and understanding group dynamics and leads to leadership and motivation.

Credit	Teaching Scheme Hours per week				Evaluation Scheme (Marks)								
					Theory (Marks)				Practical (Marks)				Total (Marks)
	SEE		CCA		SEE		CCA						
	L	T	P	Total	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	
3	3	-	-	3	24	60	16	40	-	-	-	-	100

Subject Contents				
Sr. No	Topic	Total Hours	Weightage (%)	
1	Focus and Purpose: Definition, need and importance of organizational behavior, Nature and scope, Frame work, OB model	3	10	
2	Individual Behaviour: Attitudes: Characteristics, Components, Formation, Measurement, barriers to change attitude. Perception: Meaning and concept of perception, factors influencing perception, Motivation: Importance, Types, Theories of Motivation, Effects on work behaviour. Personality and value: Types, Factors influencing personality, Theories, Learning, Types of learners, The learning process, Learning theories, Organizational behaviour modification. Misbehaviour: Types, Management Intervention. Emotions: Emotional Labour, Emotional Intelligence, Theories. Impression management, Individual decision making techniques	14	30	
3	Group Behaviour: Organization structure, Formation, Groups in organizations, Influence, Group dynamics, Group decision making techniques, Team building, Communication, Control, Johari Window	8	25	
4	Leadership and Power: Meaning, Importance, Leadership styles, Behavioural Theories, Fiedler model, LMX theory and Path Goal theory, Leaders vs Managers, Sources of power, Power centers, Power and Politics.	7	20	
5	Dynamics of Organizational Behaviour: Organizational culture and climate, Factors affecting organizational climate, Importance, Job satisfaction, Determinants, Measurements, Influence on behaviour, Stress, Work Stressors, Prevention and Management of stress, Balancing work and Life, Kurt Lewin's–three step model, methods for implementing organizational change.	10	15	

List of Reference Books:

1. Stephen P. Robins, Organizational Behavior, / Pearson Education
2. Udai Pareek, Understanding Organizational Behaviour, Oxford Higher Education
3. Margi Parikh and Rajan Gupta, Organizational Behaviour, McGraw Hill Education
4. Fred Luthans, Organizational Behavior, McGraw Hill
5. Schermerhorn, Hunt and Osborn, Organizational behavior, John Wiley
6. Mc Shane & Von Glinov, Organizational Behaviour, McGraw Hill
7. Hellrigan, Slocum and Woodman, Organizational Behavior, Cengage Learning
8. Ivancevich, Konopaske & Maheson, Organizational Behaviour & Management, McGraw Hill

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

CLO	Description	Bloom's Taxonomy Level
CLO1	Students will be able to understand various methods and terms used different organizational behaviour model	2 Understanding 4 Analyze
CLO2	Students will be able to understand Individual Behaviour like attitude, perception, motivation, personality, misbehaviour and emotions.	2 Understanding 4 Analyze
CLO3	Students will be able to understand group behaviour, leadership and power	2 Understanding 4 Analyze
CLO4	Students will be able to understand dynamics of organizational behaviour and managing change.	3 Applying, 2 Understanding

Mapping of CLOs with POs & PSOs:

Course Learning Outcomes	Program Outcomes (POs)												Program Specific Outcomes (PSOs)			
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	PSO4
CLO1	M	L	L	-	-	-	-	-	-	-	-	-	H	M	-	-
CLO2	M	L	L	-	-	-	-	-	-	-	-	-	H	M	-	-
CLO3	M	L	L	-	-	-	-	-	-	-	-	-	H	M	-	-
CLO4	M	L	L	-	-	-	-	-	-	-	-	-	M	M	-	-

H: High, M: Medium, L: Low