

Branch Name:	MANAGEMENT
Program Code:	MS201
Course Name:	Management Process & Organizational Behavior
Course Code:	3MS2010101T
Pre-requisite Course:	-

Course Objectives:

1. Provides a historical perspective on the evolution of management.
2. Explores human behavior and related issues in work organizations.
3. Helps students observe and reflect on individual and group behavior at work.
4. Enhances understanding of job-related attitudes 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 (Mar ks)
				University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	
3	-	-	3	50	50	-	-	100

Subject Contents:

Sr No.	Topic	Total Hours	Weightage (%)
1	Foundations of Management Process: Introduction to Management: Concept, Nature, Importance. Functions of Management: Planning, Organizing, Staffing, Directing, Controlling. Evolution of Management Thought: Classical Approach (Taylor, Fayol), Behavioral Approach (Mayo, Hawthorne Studies), Modern Approaches (Systems & Contingency). Planning: Types, Process, Decision-Making. Organizing: Structure, Authority, Responsibility, and Delegation. Controlling: Process and Techniques	15	33
2	Individual Behavior in Organizations Introduction to Organizational Behavior (OB): Concept, Nature, Scope Personality: Theories, Determinants, Big Five Model Perception: Process, Errors, Attribution Theory Learning: Theories (Classical, Operant, Social Learning) Motivation: Content Theories (Maslow, Herzberg, McClelland), Process Theories (Vroom, Equity Theory) Attitudes and Job Satisfaction Emotional Intelligence and its relevance in organizations	15	34
3	Group Dynamics and Organizational Processes Contents: Group Behavior: Types, Formation, Development (Tuckman Model) Team Management: Team effectiveness, conflict management Leadership: Theories (Trait, Behavioral, Contingency), Leadership styles Communication: Process, Barriers, Organizational Communication Organizational Culture: Types, Development, Change Management Organizational Change: Resistance to change, managing change Power and Politics in Organizations	15	33

Text Books:

Sr. No.	Books
1	Management — Stephen P. Robbins & Mary Coulter
2	Organizational Behavior — Stephen P. Robbins & Timothy A. Judge & Uday 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	Principles of Management — Harold Koontz & Heinz Weihrich

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/>
4. Wikibooks – Management Concepts
5. Study.com – Organizational Behavior

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

Journals/Magazines

1. Harvard Business Review
2. MIT Sloan Management Review
3. Academy of Management Journal
4. Indian Journal of Industrial Relations

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

CLO	Description	Bloom's Taxonomy Level
CLO1	Explain the fundamental concepts, principles, and functions of management and their application in organizational settings.	Understand
CLO2	Analyze various management theories and approaches to evaluate their relevance in modern business environments.	Analyze
CLO3	Examine individual behavior in organizations, including personality, perception, learning, and motivation, to understand workplace dynamics.	Analyze
CLO4	Apply motivational theories and behavioral concepts to improve individual and organizational performance.	Apply
CLO5	Evaluate group behavior, leadership styles, communication processes, and organizational culture for effective management practices.	Evaluate
CLO6	Develop strategies to manage organizational change, conflict, and team dynamics in a business environment.	Create

Mapping of CLOs with Pos & PSOs

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

H: High, M: Medium, L: Low