PROGRAM	**Master of Business Administration**
SEMESTER	**I**
COURSE TITLE	**Organizational Behavior**
COURSE CODE	**03BM0116**
COURSE CREDITS	**03**
COURSE DURATION	**40 Hrs (40 sessions of 60 minutes each)**

COURSE OUTCOMES:

- Development of the field of OB and know about micro and macro concepts of Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)
- Ability to compare different models used to explain individual behaviour related to motivation and rewards Global Exposure and Cross-Cultural Understanding (GECCU)
- Grasp the impact of cultures on the individual's personality and thereby its influence on group dynamics and business performance Effective Communication (EC)
- Understanding of group dynamics
- Understanding of processes used in developing communications and resolving conflicts Leadership and Teamwork (LT)
- Identify leadership styles and the role of leaders in a decision making process

COURSE CONTENTS:

Unit No	Unit / Sub Unit	Sessions
I	**Foundations of O.B**: Types of Business Organization, Managerial roles, Overview of management process. Concepts of O.B **Understanding OB**: Models of OB: Disciplines contributing to the field of OB	8
II	**Understanding dynamics of Individual behavior**: Understanding Personality, Values, Attitude and their impact on behavior at work, Understanding motivation at work	8
III	**Understanding dynamics of Group behavior**: Understanding the process of Perception: How we make sense of Our environment , Understanding Groups and Teams, Group Dynamics, Transactional Analysis, Organizational Change and Stress Management.	8
IV	**Understanding Organizational dynamics of Behaviour**: Conflict and Negotiation, Understanding Decision-making ; Understanding Power and Organizational Politics, Organizational Culture, Basic Theories of Leadership, Behavioral theories, Fiedler model, LMX theory, Path-goal theory, Contemporary Issues in Leadership Practice.	8
V	**Small project on individual Role Model (famous Indian or International Leaders):** Case studies on Leadership Styles, Organizational study on Monetary and Non-Monetary Motivation given to their employees at all levels, Making students understand Group Dynamics by assigning group & team building exercises.	8

EVALUATION:

The students will be evaluated on a continuous basis and broadly follow the scheme given below:

		Weight age
A	Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation/ etc.)	20% (C.E.C.)
B	Internal Assessment	30% (I.A.)
C	End-Semester Examination	50% (External Assessment)

SUGGESTED READINGS:

Text Books:

Sr. No	Author/s	Name of the Book	Publisher	Edition & Year of Publication
T-01	Udai Pareek 2nd Ed, Latest	Understanding Organizational Behavior	Oxford University Press	2nd or Latest Edition
T-02	K. Aswathappa	Organizational Behaviour	Himalaya Latest Edition	4th edition , Latest edition
T-03	Niraj Kumar	Organizational Behaviour	Himalaya	2nd edition or Latest Edition

Reference Books:

Sr. No	Author/s	Name of the Book	Publisher	Edition and Year of Publication
R-01	Fred Luthans .	Organizational Behavior	McGraw-Hill	6th Edition,
R-02	Robbins, Stephen	OrganizationBehavior	Prentice Hall of India, New Delhi	5th Edition
R-03	Gregory Moorhead & Ricky W. Griffin	Organizational Behaviour	Jaico Publication	4th or Latest Edition