

<b>INSTITUTE</b>	<b>FACULTY OF MANAGEMENT STUDIES</b>
<b>PROGRAM</b>	<b>BACHELOR OF BUSINESS ADMINISTRATION (HONS.)</b>
<b>SEMESTER</b>	<b>2</b>
<b>COURSE TITLE</b>	<b>ORGANIZATIONAL BEHAVIOR</b>
<b>COURSE CODE</b>	<b>04BB0202</b>
<b>COURSE CREDITS</b>	<b>4</b>

**Course Outcomes:** After completion of this course, student will be able to:

- 1 Analyze individual and group behavior and understand the implications of organizational behaviour on the process of management.
- 2 Identify different motivational theories and evaluate motivational strategies used in a variety of organizational settings.
- 3 Understand individual differences and utilize them effectively in making groups to achieve organizational objectives.
- 4 Evaluate the appropriateness of various leadership styles and conflict management strategies used in organizations
- 5 Describe and assess the basic design elements of organizational structure and evaluate their impact on employees.

**Pre-requisite of course:**None

#### Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
4	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	<b>INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR</b> Introduction to OB- Meaning, Definition, Scope, Contributing disciplines, Determinants of OB, Evolution of OB, challenges and Opportunities for Organization Behavior	7
2	<b>UNDERSTANDING INDIVIDUAL BEHAVIOR</b> Understanding Personality; Meaning, Types, Determinants, Personality Attribute influences Organizational behavior Perception: Meaning, factors, link between perception and Individual decision making, Attitude: Meaning, components, Types of attitude, Formation of attitude, Attitude, and workforce diversity. Values: Meaning, Types and Importance of values	11

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
3	<b>INDIVIDUAL MOTIVATION AND GROUP BEHAVIORS</b> Motivation: Meaning, Types and Theories- Hierarchy of Needs Theory, Theory X and Theory Y, Two-Factor Theory, carrot, and stick Approach to Motivation, Learning: Meaning and Various Approaches of Learning Group; Meaning, classification of Group, stages of Group formation. Understanding teams; Meaning, Difference Between Group and Team, Types of Team	10
4	<b>LEADERSHIP AND ORGANIZATION STRUCTURE</b> Leadership: Meaning of leadership, leadership styles, traits, Theories; Trait Theory Organization Structure: Work Specialization, Departmentalization, Chain of Command, Span of Control, Centralization and Decentralization, Formalization Organizational Designs: Simple Structure, Bureaucracy, Matrix Structure, Virtual Organization, Boundaryless Organization	10
5	<b>ORGANIZATION CULTURE AND CONFLICT MANAGEMENT</b> Organization Culture –Meaning, Definition, Features, Importance of Culture. Conflict Management: Meaning – types of conflict –factors affecting conflict in organization	10
<b>Total Hours</b>		<b>48</b>

**Textbook :**

- 1 Organizational Behaviour, Robbins, Prentice Hall, 2016
- 2 Organizational Behaviour, K. Aswathappa, HPH, 2017
- 3 Organizational Behavior, P.G. Aquinas, Excel Books, 2007

**References:**

- 1 Organizational Behaviour, Organizational Behaviour, John W. Newstrom & Kieth Davis, McGraw Hill, 2001
- 2 Organizational Behaviour, Organizational Behaviour, Fred Luthans, McGraw Hill, 2011

**Suggested Theory Distribution:**

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery and evaluation					
<b>Remember / Knowledge</b>	<b>Understand</b>	<b>Apply</b>	<b>Analyze</b>	<b>Evaluate</b>	<b>Higher order Thinking</b>
20.00	30.00	25.00	15.00	10.00	

**Instructional Method:**

- 1 Theory

