

COURSE TITLE	ORGANIZATIONAL BEHAVIOR
COURSE CODE	04BB0202
COURSE CREDITS	4

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	INTRODUCTION TO ORGANIZATIONAL BEHAVIOUR Introduction to OB- Meaning, Definition, Scope, Contributing disciplines, Determinants of OB, Evolution of OB, challenges and Opportunities for Organization Behavior	10
2	UNDERSTANDING INDIVIDUAL BEHAVIOR 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	10
3	INDIVIDUAL MOTIVATION AND GROUP BEHAVIORS 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	12

Contents : Unit	Topics	Contact Hours
4	LEADERSHIP AND ORGANIZATION STRUCTURE 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	16
5	ORGANIZATION CULTURE AND CONFLICT MANAGEMENT Organization Culture –Meaning, Definition, Features, Importance of Culture. Conflict Management: Meaning – types of conflict –factors affecting conflict in organization	12
Total Hours		60

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					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking
20.00	30.00	25.00	15.00	10.00	

Instructional Method:

- 1 Theory