

COURSE TITLE	MANAGING PEOPLE & ORGANIZATION
COURSE CODE	04BM0201
COURSE CREDITS	3

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

- 1 Evaluate key theories and models of individual and group behavior in organizations.
- 2 Diagnose organizational culture and assess its impact on performance.
- 3 Design strategies to manage change, conflict, and diversity in the workplace.
- 4 Integrate behavioral concepts with business decisions in HR and management functions.
- 5 Construct people-centric approaches to leadership, motivation, and organizational effectiveness.

Pre-requisite of course: Basic knowledge of AI and machine learning Familiarity with Python programming Understanding of basic business functions Basic statistics and data analysis skills

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
3	0	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	Foundations of Organisational Behaviour and Structure Organisations as social systems, Key OB models and evolution, Personality, Perception and Attitudes, Formal and Informal Structures, Role of Managers, Case Study: Culture and hierarchy at Infosys	9
2	Group Dynamics and Teamwork Types of groups, Group formation and development, Team effectiveness, Group decision-making, Communication in teams, Case Study: High-performing teams at Google India	10
3	Leadership and Motivation Theories of leadership: Trait, Behavioral, Contingency, Transformational vs. Transactional leadership, Motivation theories (Maslow, Herzberg, Equity, Expectancy), Leadership and power Case Study: Leadership styles at Tata Group	10
4	Managing Conflict, Change, and Diversity Sources and types of conflict, Conflict resolution strategies, Organizational change and resistance, Diversity and inclusion, Workplace discrimination Case Study: Managing cross-cultural teams at Wipro	8

Contents : Unit	Topics	Contact Hours
5	Organizational Culture, Ethics, and Employee Engagement Organizational culture models (Schein, Hofstede), Ethics in people management, Psychological contracts, Employee engagement and retention, Emerging trends in people management Case Study: Employee engagement practices at HUL	8
Total Hours		45

Textbook :

- 1 Organisational Behaviour, , Stephen P. Robbins, Timothy A. Judge, Pearson Education, -
- 2 Management and Organisational Behaviour, Laurie J. Mullins, Pearson, -
- 3 Organizational Behaviour: Human Behavior at Work, John W. New, McGraw Hill, -

References:

- 1 Work and Organizational Behaviour, Work and Organizational Behaviour, John Bratton, Palgrave Macmillan, -
- 2 Managing Human Behavior in Public and Nonprofit Organizations, Managing Human Behavior in Public and Nonprofit Organizations, Robert B. Denhardt, Janet V. Denhardt, Maria P. Aristigueta,, Sage Publications, -

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 / Creative
0.00	0.00	25.00	30.00	30.00	15.00

Instructional Method:

- 1 Interactive classroom sessions
- 2 Case-based discussions
- 3 Group projects and simulations
- 4 Guest lectures from industry professionals