

COURSE TITLE	MANAGEMENT PRACTICES AND ORGANISATIONAL BEHAVIOUR
COURSE CODE	04MB0147
COURSE CREDITS	3

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

- 1 Analyze the evolution and relevance of various management theories in contemporary organizations
- 2 Evaluate individual and group behaviors and their influence on organizational effectiveness
- 3 Design organizational structures and cultures that foster innovation and adaptability.
- 4 Apply leadership and decision-making models to real-world business scenarios.
- 5 Assess the impact of globalization, diversity, and ethical considerations on organizational practices.

Pre-requisite of course: Basic understanding of business functions and human behavior in workplace settings.

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 Management Practices Evolution of Management Thought: Classical, Behavioral, Quantitative, Contemporary, Management Functions: Planning, Organizing, Leading, Controlling, Global, Asian, and Indian perspectives in management styles, Core competencies of managers in a globalized business environment	9
2	Managerial Functions and Processes Planning: Types, Process, MBO, Organizing: Structures, Authority & Responsibility, Reengineering, Staffing: Recruitment and Selection, Directing and Controlling: Tools and Techniques, Decision-Making: Styles, Process, and Application in VUCA environments	9
3	Understanding Individual Behaviour in Organizations Introduction to OB: Nature, Scope, Models (Autocratic to System Model), Personality, Attitudes, Perception, Attribution, Values and Emotional Intelligence, Johari Window and Transactional Analysis, Motivation: Content and Process Theories (Maslow, Herzberg, Vroom, Equity)	9

Contents : Unit	Topics	Contact Hours
4	Group Behaviour and Leadership Groups: Formal vs Informal, Stages of Group Development, Team Building: Types of Teams, Creating Effective Team Players, Leadership: Trait, Behavioral, Contingency, Transformational, and Transactional Leadership, Conflict: Types, Sources, and Negotiation Process	9
5	Organizational Dynamics and Contemporary Issues Organizational Change: Resistance and Strategies for Managing Change, Organizational Culture: Elements, Creation, and Maintenance, Workplace Diversity: Types, Challenges, and Initiatives (India, Asia, Global), Ethics and CSR in Organizational Settings	9
Total Hours		45

Textbook :

- 1 Management, Stephen P. Robbins & Mary Coulter, Pearson Education, 2023
- 2 Organizational Behavior, Stephen P. Robbins, Timothy A. Judge, & Neharika Vohra, Pearson Education, 2023

References:

- 1 Essentials of Management: An International, Innovation and Leadership Perspective, Essentials of Management: An International, Innovation and Leadership Perspective, Harold Koontz & Heinz Weihrich, McGraw Hill, ISBN: 9789339205180, 2020
- 2 Organizational Behaviour, Organizational Behaviour, Fred Luthans, McGraw Hill Education, 2021
- 3 Introduction to Organisational Behaviour, Introduction to Organisational Behaviour, Michael Butler, Macmillan International, 2018

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
10.00	10.00	20.00	20.00	20.00	20.00

Instructional Method:

- 1 Interactive lectures, case studies, group discussions, and experiential learning activities.