

<b>COURSE TITLE</b>	<b>ORGANIZATION BEHAVIOUR</b>
<b>COURSE CODE</b>	<b>10BC2401</b>
<b>COURSE CREDITS</b>	<b>4</b>

**Objective:**

- 1 To understand the importance of people side of organization.
- 2 To understand behavior of individuals and groups in an organization to appreciate individual, interpersonal and group processes for increased effectiveness both within and outside of an Organization.
- 3 To help student develop basic skills required for organizational effectiveness.

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

- 1 Define the concept of organizational behavior
- 2 Demonstrate the core elements of organizational behavior
- 3 Analyse important theories of motivation in organizational behavior
- 4 Critique group decision-making and communication
- 5 Construct the role of leadership in organizational behavior

**Pre-requisite of course:**N/A

**Teaching and Examination Scheme**

<b>Theory Hours</b>	<b>Tutorial Hours</b>	<b>Practical Hours</b>	<b>ESE</b>	<b>IA</b>	<b>CSE</b>	<b>Viva</b>	<b>Term Work</b>
3	1	0	50	30	20	0	0

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
1	<b>Introduction to Organizational Behaviour</b> Introduction to Organisational Behaviour- Meaning, Definition, Nature & Scope, Importance of Organisational Behaviour, Contributing disciplines of Organisational Behaviour, Models of Organisational Behaviour, Application of Organisational Behaviour in Management, Challenges and Opportunities for Organisational Behaviour	6
2	<b>Core Elements of Organizational Behaviour</b> Values and ethical behaviour, Values and ethical behaviour, Attitudes, Attitudes, Personality, Personality, Perception, Perception, Emotional Intelligence, Emotional Intelligence, Perceptual Process and Learning, Perceptual Process and Learning	12

Contents : Unit	Topics	Contact Hours
3	<b>Motivation in Behaviour and Organisational Stress</b> Intrinsic and Extrinsic Motivation, Content/Need Theories: o Herzberg's Motivation Hygiene Theory, Alderfer's ERG theory, McClelland's Needs Theory, Process Theories: o Locke's Goal Setting Theory, Vroom's Expectancy Theory, Adam's Equity theory, Quality of Work Life Programs, Organisational Stress, Remote work, diversity and inclusion	9
4	<b>Group Decision Making and Communication</b> Concept and nature of decision-making process, Individual versus group decision making, Biases in Decision-making, Nominal group technique and Delphi technique, Communication Effectiveness in Organizations, Inter-personal Communication, Transactional Analysis, Johari Window, Johari Window	9
5	<b>Leadership, Power and Conflict</b> Concept and Theories of Leadership, Behavioural Approach, Situational Approach, Leadership Effectiveness, Ethical Leadership, Power- Bases of Power, Conflicts- Sources, Patterns, Levels, Negotiation and Techniques of resolution, Organisational Change	9
<b>Total Hours</b>		<b>45</b>

#### Suggested List of Experiments:

Contents : Unit	Topics	Contact Hours
1	<b>Issues related to Organizational Behaviour</b> Issues related to Organizational Behaviour	15
<b>Total Hours</b>		<b>15</b>

#### Textbook :

- 1 Organisational Behaviour, Stephen P. Robbins, Timothy A. Judge, Pearson Education India, 2022

#### References:

- 1 Organisational Behavior: An Evidence-Based Approach, Organisational Behavior: An Evidence-Based Approach, Fred Luthans, Brett C. Luthans, Kyle W. Luthans, Information Age Publishing, 2015

#### 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

<b>Remember / Knowledge</b>	<b>Understand</b>	<b>Apply</b>	<b>Analyze</b>	<b>Evaluate</b>	<b>Higher order Thinking / Creative</b>
10.00	10.00	30.00	10.00	20.00	10.00