

Name of Faculty	:	Faculty of Commerce and Management
Name of Program	:	Master of Business Administration (MBA)
Course Code	:	1MBA06
Course Title	:	Organizational Behaviour (OB)
Type of Course	:	Professional Core
Year of Introduction	:	2023-24

Prerequisite	:	For understanding this subject, the students should have conceptual knowledge and critical thinking.
Course Objective	:	The objective is to understand the human interactions in an organization, find what is driving it, and influence it to get better results in attaining business goals. And to understand organizations in which people work affect their thoughts, feelings, and actions. Student will also understand Critical thinking, Business Analysis, Problem Solving and Innovative Solutions, Leadership and Teamwork
Course Outcomes	:	At the end of this course, students will be able to:
	CO1	Describe how individual personality and behaviour impacts professional work experience
	CO2	Debate and discuss the unethical practices prevalent in motivating individuals
	CO3	Examine group types and team working techniques.
	CO4	Examine group types and team working techniques.
	CO5	Understanding the impact of cultures on the individual's personality and thereby its influence business performance
	CO6	Discuss and propose solutions for issues of conflict negotiation, stress, power and politics in a given situation

Teaching and Examination Scheme

Teaching Scheme (Contact Hours)			Credits	Examination Marks				
L	T	P		Theory Marks		Practical Marks		Total Marks
				SEE	CIA	SEE	CIA	
4	0	0	4	70	30	00	00	100

Legends: L-Lecture; T-Tutorial/Teacher Guided Theory Practice; P- Practical,C - Credit, SEE - Semester End Examination, CIA - Continuous Internal Assessment (It consists of Assignments/Seminars/Presentations/MCQ Tests, etc.)

Course Content

Unit No.	Topics	Teaching Hours	Weightage (%)	Mapping with COs
1	Organizational Behaviour: Definition - assumptions- - significance, - Historical Background - Fundamental concepts of OB, Emerging trends in OB, The five anchors of OB; Perception: Process & errors, Improving perceptions; Personality development, Determinants of Personality, Personality traits relevant to OB; Learning, Theories & Principles of Learning	12	20%	CO1 CO2
2	Motivation: Nature and importance, basic process, Early theories, contemporary theories, , Stress Management, Concept of stress, Sources & Effects of stress on humans, Management of Stress; Concept of Group Dynamics and Teams, Theories of Group Formation, Team Development, Transactional Analysis.	15	25%	CO2 CO3
3	Organisational conflict & Leadership: Conflict Management, Traditional & Modern view of conflict, Constructive & Destructive conflict, Conflict Process, Strategies for encouraging constructive conflict, Strategies for resolving destructive conflict, Leadership Styles, Models and Theories of Leadership.	14	25%	CO4 CO5
4	Elements of Organisational Structure, Traditional & Modern Organisational Design, Power & Politics: Sources & Consequences of Power, Organisational Politics, Types of Political Activity, Controlling Political Behavior, Organisational culture: Elements of Organisational Culture, Hofstede's culture typology, Management of Change, Forces responsible for change, Resistance to change, Overcoming resistance to change	19	30%	CO5 CO6
5	Small project on individual Role Model (famous Indian or International Leaders) Case studies on Leadership Styles Organizational study on Monetary and Non-Monetary Motivation given to their employees at all levels Making students understand Group Dynamics by assigning group & team building exercises	---	---	---

Suggested Distribution of Theory Marks Using Bloom's Taxonomy

Level	Remembrance	Understanding	Application	Analyse	Evaluate	Create
Weightage	15	15	20	20	15	15

NOTE: This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Reference Books

Sr. No.	Name of Reference Books
1	Steven McShane & Van Glinar, "Organizational Behavior", Tata McGraw Hill Publishing Co
2	Stephen Robbins, "Organizational Behavior". Prentice Hall India Pvt. Ltd New Delhi.
3	Fred Luthans, "Organizational Behavior". McGraw Hill Book Company.
4	Kavita Sharma, "Organizational Behavior", Pearson India.
5	Ricky Griffin & Georgy Moorehead, "Organizational Behavior", Hough Co. Boston.

List of Journals / Periodicals / Magazines / Newspapers / Web resources, etc

Sr. No.	Name of Journals / Periodicals / Magazines / Newspapers / Web resources, etc
1	Journal of Organizational Behaviour
2	Research in organizational behavior
3	Organizational behavior & Human Decision processes
4	Harvard Business Review
5	Journal of Management