



**Rationale:** The course aims to make students learn the basic concepts of the field of organizational behaviour at all the three levels – individual, group and structure. It also provides an understanding to manage the goal congruency – maintaining individual effectiveness and efficiency along with enhanced organizational performance

**Course Scheme:**

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory		Practical		
			C	ESE (E)	PA(M)	ESE (V)	PA (I)	
4	0	0	4	70	30	0	50	150

**Course Outcomes:**

Sr. No.	Course Outcomes
CO1	To explain the development of the field of OB and classify the micro and macro concepts
CO2	To analyze and compare different models used to explain individual behaviour in various cultures
CO3	To identify & utilize the skills that enables an individual to effectively perform in group settings
CO4	To develop communication as well as conflict resolving skills
CO5	To discover various organizational structures from the multi-dimensional perspective

**Course Content:**

Unit No.	Content	No. of Hours	Weightage (%)
1	<b>Basic Understanding of the context of OB</b> <ul style="list-style-type: none"> <li>Introduction to organization, organization and managers</li> <li>Managerial roles and skills, behaviour at work</li> <li>Introduction to organization behaviour</li> <li>Major behavioural science disciplines contributing to the field of OB</li> <li>Challenges and opportunities managers have in applying OB concepts and model</li> </ul>	6	10
2	<b>Understanding dynamics of Individual behaviour, Interpersonal behaviour and stress</b> <ul style="list-style-type: none"> <li>Introduction to individual behaviour, values, attitudes</li> <li>Job satisfaction, personality, perception, and individual decision making</li> <li>Motivation at work</li> <li>Managing emotions and stress</li> </ul>	12	21



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	<ul style="list-style-type: none"> <li>Approaches to Stress Management</li> <li>Introduction to interpersonal behaviour</li> <li>Johari Window</li> <li>Transactional Analysis – ego states</li> <li>Managerial interpersonal styles</li> </ul>		
<b>3</b>	<b>Understanding dynamics of Group behaviour</b> <ul style="list-style-type: none"> <li>Introduction to group behaviour</li> <li>Foundations of group behaviour</li> <li>Understanding dynamics of group – types and forms of group, theories of group formation</li> <li>Group behaviour and group decision making</li> <li>Team vs. group</li> <li>Types of teams, building and managing effective teams</li> <li>Managing conflict and negotiation</li> <li>Understanding power and politics</li> <li>Basic approaches to Leadership</li> <li>Contemporary issues in leadership practice</li> </ul>	<b>14</b>	<b>25</b>
<b>4</b>	<b>Understanding Organizational dynamics of behaviour &amp; multicultural organization</b> <ul style="list-style-type: none"> <li>Understanding organization structure and design</li> <li>Understanding organization culture &amp; changing it for effectiveness</li> <li>Cultural competence in a multicultural world</li> <li>Managing the diversity at workplace</li> <li>Managing global managers</li> </ul>	<b>8</b>	<b>14</b>
<b>Total Hours/Marks:</b>			<b>70</b>

**Suggested Specification Table For Question Paper Design:**

Unit No.	Unit Title	Teaching Hours	Distribution of Theory Marks (Assessment as per Revised Bloom's Taxonomy Level*)						Total Marks
			RM	UN	AP	AN	EL	CR	
I	Basic Understanding of the context of OB	6		10					10
II	Understanding dynamics of Individual behaviour, Interpersonal behaviour and stress	12		4	6	11			21
III	Understanding dynamics of Group behaviour	14			11	14			25
IV	Understanding Organizational dynamics of behaviour &	8			6	8			14



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	multicultural organization								
	<b>Total</b>	<b>40</b>							<b>70</b>

**\*RM: Remember, UN: Understand, AP: Apply, AN: Analyze, EL: Evaluate, CR: Create**

**Note:** This specification table provides general guidelines to assist student for their learning and to teachers to teach and question paper designers/setters to formulate test items/questions to assess the attainment of the UOs. The actual distribution of marks at different taxonomy levels in the question paper may slightly vary from above table.

**Suggested Student Activities for PA: (50 Marks)**

- Preparing PowerPoint presentation
- Preparing class-room presentations
- Preparing a report on individual role-model
- Preparing a report on Leadership Styles
- Organizational study on Monetary and Non- Monetary Motivation
- Group & team building exercises

**Suggested Learning Resources:**

S. No.	Title of Book	Author	Publication with place, year and ISBN
1	Organizational Behaviour	Stephen P. Robbins, Timothy A. Judge, Neharika Vohra	Pearson Education India; 2018th edition (1 January 2018), ISBN: 9353438314, 9789353438319
2	Organizational Behaviour – Text, Cases & Games	K. Aswathappa	Himalaya Publishing House, 2021, 13 <sup>th</sup> edition, ISBN: 978-93-5299-088-7
3	Organizational Behaviour	Margie Parikh & Rajan Gupta	McGraw Hill India, 2010, ISBN: 9780070153196, 0070153191
4	Principles of Management	Tripathi P. C. & P. N. Reddy	McGraw Hill India, 2021, 7th edition, ISBN: 9789354600630
5	Understanding Organizational Behavior	Udai Pareek	OUP India, 2016, 4 <sup>th</sup> edition, ISBN: 9780199454716
6	Organizational Behavior: An Evidence-Based Approach	Fred Luthans, Brett C. Luthans, Kyle W. Luthans	McGraw Hill Education, 13th edition, ISBN: 9781681231204
7	Organizational Behaviour: Managing People and Organizations	Gregory Moorhead & Ricky W. Griffin	Cengage Learning, 11th edition, ISBN: 9781285633183
8	Organizational Behaviour: A New Look Concept; Theory & Cases	Niraj Kumar	Himalaya Publishing House, 2009, 9789350440506



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9	Organizational Behaviour	P. G. Aquinas	Excel Books India, 2007, ISBN: 978-8174464743
10	Organizational Behaviour	Debra L. Nelson & James C. Quick	Cengage Learning, 7th edition, ISBN: 9788131518526
11	Case in Organization Behaviour and HRM	Mirza Saiyadain, J. S. Sodhi and Rama J. Joshi	McGraw Hill Education, ISBN: 9780070091108
12	Organizational Behaviour	Robert Kreitner and Angelo Kinicki	McGraw Hill Education, 2001, 5th edition, ISBN: 9780072315004
13	Organizational Behaviour	S. S. Khanka	S. Chand Publishing, 2006, ISBN: 9788121920148
14	Organizational Behaviour	Kavita Singh	Vikas Publishing House, 2015, ISBN: 9325986698, 9789325986695

**Software**

1. IBM SPSS Statistics
2. RStudio
3. JMP
4. Minitab Statistical Software
5. OriginPro
6. Eviews
7. Stata

**Learning Websites**

1. OBWeb - Organizational Behavior Division
2. OpenLearn Learning Space - The Open University
3. An introduction to business cultures
4. Business organisations and their environments: culture
5. Creating an ethical organisation
6. ProQuest Ebook Central
7. Fortune
8. Business Week