



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

w. e. f. Academic Year:	2025-26
Semester:	4 th
Category of the Course:	PCC

Prerequisite:	-
Rationale:	<p>There is an organizational structure in every industry whether it is micro, small, medium or large scale industry. The function of every organization is performed by its management. Student has to understand the organisational structure and its management in fabrication industry to perform his duties in proper way. In fabrication industry the project are different like different types of process equipments, structure, industrial piping, ship construction etc. Every project requires different resources and its process planning is must for its timely completion. Student has to work as supervisor, shop in charge or manager in the fabrication industry. In every role he / she have to deal with human resource. Study of industrial psychology is necessary for understanding human behavior i.e. individual behavior and group behavior. Fabrication engineer has to lead the team for successful discharge of his duties. He has to motivate the workers and team members for getting more than 100 % quality output. The role of supervisor is a joining link between workman and management. Proper communication required among the team and with the management also. Understanding of organizational behavior makes student capable and confident to work as supervisor. Training is must for every engineer to enhance his skill. Training plays a vital role in nurturing the career of engineer in fabrication technology field. This course develops the knowledge, skill and proper attitude in student to work as engineer in fabrication industry.</p>

Course Outcome:

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Describe Management and organization.	U
02	Describe Industrial Psychology required for Fabrication engineer.	U
03	Develop employable leadership and supervisory quality as a fabrication shop Supervisor.	U
04	Describe necessity of training for fabrication shop supervisor.	U
05	Describe modern tools and techniques for Quality assurance.	U



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

*Revised Bloom's Taxonomy (RBT)

Teaching and Examination Scheme:

Teaching Scheme (in Hours)			Total Credits L+T+(PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR	C	Theory		Tutorial / Practical		
				ESE(E)	PA(M)	PA(I)	ESE(V)	
3	0	0	3	70	30	00	00	100

Course Content:

Unit No.	Content	No. of Hours	% of Weightage
1.	Management & Organisation 1.1 Introduction 1.2 Definition of management 1.3 Process of management 1.4 Characteristic of management 1.5 Difference & Relationship between Administration, Management & Organisation 1.6 Level of management 1.7 Managerial skills 1.8 Definitions of organisation 1.9 System approach applied to an organisation 1.10 Necessity of organisation 1.11 Essential elements of good organisation 1.12 The process of organisation 1.13 Principles of organisation 1.14 Formal and informal organisation 1.15 Advantages of good organisation 1.16 Organisation structure 1.17 Types of organisation structure 1.18 Basic rules / principles for use of committee 1.19 Departmentation	15	34
2.	Industrial Psychology 2.1 Introduction 2.2 Scope of Industrial psychology 2.3 Human Behavior 2.3.1 Individual behavior 2.3.2 Group behavior	8	18



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

	2.4 Aims & Objective of Industrial Psychology 2.5 Human Relations 2.6 Theories of Motivation 2.7 Morale 2.8 Industrial relations 2.9 Industrial Dispute 2.10 Handling of Workers Grievances 2.11 Workers Participation In management 2.12 Industrial discipline 2.13 Corporate culture 2.14 Attitude 2.15 Self-esteem and assertiveness		
3.	Leadership and supervisory 3.1 Introduction of leadership 3.2 Definition of leadership 3.3 Function of Leadership 3.4 Qualities of leadership 3.5 Leadership vs. Management 3.6 Styles of Leadership 3.7 Leadership Grid 3.8 Supervision 3.9 Duties of foreman/supervisor 3.10 Essential Qualities Of foreman	7	15
4.	Training and career development 4.1 Introduction 4.2 Needs for training 4.3 Objective of training and development 4.4 Advantage of training, 4.5 Guideline for training worker 4.6 Various methods of training a worker 4.7 Foreman or Supervisory training 4.8 Executive or managers training and development 4.9 Methods of Training executives	8	18
5.	Modern Tools & Techniques for Quality Assurance 5.1 Basic Concept, principle, procedure and application of 5.1.1 TQM 5.1.2 ISO 9000 5.1.3 5S 5.1.4 Quality Circle 5.1.5 Zero Defect 5.1.6 Six Sigma	7	15



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

	5.1.7 Kaizen 5.1.8 Benchmarking 5.1.9 Kanban 5.1.10 Just In Time 5.1.11 PokaYoke, etc.		
	Total	45	100

Suggested Specification Table with Marks (Theory):

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level
21 %	79%	-	-	-	-

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

References/Suggested Learning Resources:

(a) Books:

Sr. No.	Title of Book	Author	Publication with place, year and ISBN
1	Industrial Engineering and Production Management	M.Mahajan	Dhanpat rai Pub. Pvt. Ltd.
2	Industrial Management and Organisational Behaviour	K.K. Ahuja	Khanna Pub. Pvt. Ltd.
3	Organisational Behaviour Concept Theory and Practices	Nirmal Sing	Deep And Deep Pub. Pvt. Ltd.
4	Organisational Behaviour	Dr. K. Aswathappa	Himalaya Publishing House
5	Industrial Engineering & Management	O.P. Khanna	Dhanpat rai Pub. Pvt. Ltd.
6	Management and Organisational Behaviour	P. Subba Rao	Himalaya Publishing House
7	Industrial Engineering and Organisation Management	Dr. S. K.Sharma	-
8	Operation Research	Paneer selvam	-



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

Sr. No.	Title of Book	Author	Publication with place, year and ISBN
9	Communication Skills Vol.1	Tabitha Wangare Wambui Alice W. Kibui Elizabeth Gathuthi	Lambert Academic Publishing

(b) Open source software and website:

<https://youtu.be/-sLHfYnxh8s>
<https://youtu.be/Ws2gVrVzYbo>
<https://youtu.be/CRpqsuM36oo>
<https://youtu.be/ZzWpGm-jndQ>
<https://youtu.be/Fa8E3tCDIpo>
<https://youtu.be/wcP976S8DsM>
<https://youtu.be/FLRtMw8dD3E>
<https://youtu.be/o2SiQ2EBrs8>
<https://youtu.be/Fa8E3tCDIpo>
<https://youtu.be/FiPPfxWgefA>
<https://youtu.be/6J-VvleH06k>
<https://youtu.be/Bxm3j8JOXs4>
<https://youtu.be/bg4agsL601I>
<https://youtu.be/E5mvG6jrDjo>
<https://youtu.be/ekZsL8Oy3YQ>
https://youtu.be/w_wIMveGlrI
<https://youtu.be/lqC2cfwllg>
<https://youtu.be/oQROWbYhxwQ>
<https://youtu.be/bIM7AwCL8Z8>
https://youtu.be/_JoN9BSVZiU
<https://youtu.be/pGIItPyIgVg>
<https://youtu.be/ucmrLRxhkp4>
https://youtu.be/87_saCYFw6s

List of Laboratory/Learning Resources Required:

Sr. No.	Equipment Name with Broad Specifications
1.	Necessary Stationary Set, Graph papers, Calculator, Basic drawing Instruments etc.



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

Suggested Project List:

1. Prepare a quiz on topic given faculty members.
2. Chart making: Prepare the charts on different topic given by faculty.
3. Video Preparation: Student has to prepare his/her video on explaining different topics of subjects given by faculty.
4. E-learning projects: Students have to use internet and other online resources for preparation of report and/or download video on the topic given by the subject teacher within the syllabus or beyond the syllabus.
5. Report preparation: Student has to use different books, technical magazine, journals etc. for preparation of a report on the topic given by the subject teacher within the syllabus or beyond the syllabus.
6. Power point presentation: Students has to prepare a power point presentation of 10 to 15 slides on the topic given by the subject teacher within the syllabus or beyond the syllabus. In the end of presentation student has to ask at least 3 to 5 MCQ based question to identify the gain of listeners at the end presentation.

Suggested Activities for Students:

1. Prepare sketchbook of drawing of various topics of syllabus.
2. Prepare a question bank.
3. 10 min PPT presentation on the given topic from the syllabus or beyond the syllabus.
4. Report writing on various topics from syllabus and beyond syllabus.
5. Prepare a demonstration model, charts etc. by topic given by faculty.

* * * * *



GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Diploma Engineering

Level: Diploma

Branch: Fabrication Technology

Subject Code: DI04055041

Subject Name: Industrial Management & Organizational Behaviour

ANNEXURE-1: SAMPLE SAFETY CONTRACT

(To be filled by the students and submitted to concerned faculty/staff)

-- Use for reference purposes only --

1. You have to read and sign the safety contract.
2. The safety contract says that you understand that safety is your responsibility.
3. The safety contract to be signed before you carry out any work in the laboratory and if you don't observe and obey the safety rules, you will not be allowed in the laboratory.

.....

Safety Contract

Date: _____

Name of Institute: _____

Name of Course with Code: Industrial Management & Organizational Behaviors (_____)

Name of Faculty/Staff with Designation: 1. _____

2. _____

3. _____

I RECOGNIZE THAT:

1. Safety is my responsibility when using a tool.
2. Safety regulations have been provided to me.
3. The possibility of accident and injury increases if I do not follow all the safety guidelines.
4. I must act responsibly to ensure my own safety & the safety of others in the work area.

I AGREE TO:

1. Never work in the shop without my faculty's/ Instructor's supervision.
2. Read and practice all the safety regulations that have been distributed to me in this course or have been posted in the work areas.
3. Act in a responsible manner at all times in the laboratory.
4. Follow all instructions given by the faculty/Instructor.
5. Immediately report any unsafe condition or activity to my faculty/Instructor.
6. Wear eye protection at all times when working with tools or working anywhere near someone who is using tools.
7. Cut or Tie back long hair, remove jewellery, secure loosed clothing, and wear boiler suit & safety shoes in the laboratory.
8. Clean all work areas and put equipment away before leaving the laboratory.

I, _____, have read and agree with all the safety instructions.

Particulars:

Programme : _____

Batch No. : _____

Enrolment No.: _____

Student Signature _____