

COURSE TITLE : **ORGANISATIONAL BEHAVIOUR**
COURSE CODE : **3120**
PERIOD/WEEK : **6 (Theory) + 2 (Practical)**
TOTAL PERIODS : **108 + 36**
CREDITS : **8**

Rationale: This course familiarise the students with the basic concepts of the individual and group behaviour in organisations and to enhance their understanding of the interaction between people in the organisation.

THEORY COMPONENT

TIME SCHEDULE

MODULE	TOPIC	PERIODS
I	INTRODUCTION TO ORGANISATIONAL BEHAVIOUR & INDIVIDUAL BEHAVIOUR IN ORGANISATIONS	27
II	GROUP BEHAVIOUR IN ORGANISATIONS	27
III	STRESS MANAGEMENT & CONFLICTS	27
IV	ORGANISATIONAL CHANGE & DEVELOPMENT	27
TOTAL		108

GENERAL AND SPECIFIC OBJECTIVES

- 1.1.0 Understand Organisational Behaviour**
 - 1.1.1 Define Organizational Behaviour
 - 1.1.2 Identify the key elements
 - 1.1.3 State the nature and scope of Organizational Behaviour
 - 1.1.4 Describe the other disciplines Contributing to the OB
 - 1.1.5 Describe Systems Approach to OB
- 1.2.0 Understand Individual Behaviour**
 - 1.2.1 Compare the Individual and Individual Differences
 - 1.2.2 Define perception
 - 1.2.3 Discuss factors affecting perception
- 1.3.0 Understand the concept of personality**
 - 1.3.1 Define personality
 - 1.3.2 State the determinants of personality
 - 1.3.3 List out the types of personality
 - 1.3.4 Explain personality traits
 - 1.3.5 Explain Johari window approach.

1.4.0 Understand the concept of motivation

- 1.4.1 Define motivation
- 1.4.2 State the significance of motivation
- 1.4.3 Explain Maslow's , Herzberg and Vroom's theory of motivation

2.1.0 Understand group behaviour in organizations

- 2.1.1 Define group and list out characteristics of group
- 2.1.2 Identify primary and secondary groups
- 2.1.3 Explain group norms and cohesion
- 2.1.4 Explain formal and informal groups

2.2.0 Understand leadership

- 2.2.1 Compare a leader with a manager
- 2.2.3 Explain types of leadership
- 2.2.4 Explain theories of leadership- Trait theory, Michigan studies
- 2.2.5 and Fiedler's contingency model
- 2.2.6 Explain leadership styles.

3.1.0 Understand Stress management

- 3.1.1 State the meaning of stress
- 3.1.2 Explain sources of stress
- 3.1.3 Explain types of stress
- 3.1.4 State the consequences of stress
- 3.1.5 Outline strategies for managing stress

3.2.0 Understand conflicts

- 3.2.1 Define conflict
- 3.2.2 Identify the main sources of conflict
- 3.2.3 List the different types of conflict
- 3.2.4 Outline the conflict resolution process

4.1.0 Understand organisational change

- 4.1.1 State the concept of organisational change
- 4.1.2 State the reasons for organisational change
- 4.1.3 State the types of changes
- 4.1.4 Explain the change process
- 4.1.5 State the process of resistance to change
- 4.1.6 State the means for overcoming resistance

4.2.0 Understand Organisational Development

- 4.2.1 Define Organisational Development
- 4.2.2 State the characteristics of Organisational Development
- 4.2.3 State the objectives of Organisational Development
- 4.2.4 State the benefits and limitations of OD
- 4.2.5 Explain Steps in OD.

4.3.0 Understand Organisational culture

- 4.3.1 Define Organisational culture
- 4.3.2 List out the types of cultures
- 4.3.3 State the functions of culture

CONTENT DETAILS

Module I : Organisational Behaviour – Definition –Key Elements – Nature and scope – other disciplines- – Systems approach– Individual differences – Perception – Definition – Factors affecting – Personality – Determinants – Types – Theories of personality- Motivation – Maslow’s , Herzberg and Vroom’s theory of motivation

Module II : I Group Behaviour – Types of groups– Interpersonal Behaviour- Group behaviour – Nature of Group – group norms and cohesion- formal and informal groups- leadership- types- theories of leadership- Trait theory, Michigan studies and Fiedler’s contingency model- leadership styles.

Module III Stress Management & Conflicts - Stress – Sources- types - consequences of stress- strategies for managing stress - Conflicts - Sources – Types – conflict resolution process

Module IV : Organisational change – Reasons – Types– change process - resistance to change – Overcoming resistance – Organizational Development – Characteristics – Objectives – benefits and limitations of OD– Organizational culture – Type and functions.

PRACICAL COMPONENT

Rationale: Helping the student to acquire the skills of putting text book knowledge about management in to practice.
Developing a habit of diagnosing problems, analyzing and evaluating alternatives and formulating workable plans of action.
Providing the student with exposure to a range of firms and managerial situations.

PRACTICALS CASE STUDY ANALYSIS & GROUP DISCUSSION

I INTRODUCTION

CASE

A case sets forth, in a factual manner, the conditions and circumstances surrounding a particular managerial situation or series of events in an organization. The case may include descriptions of the industry and its competitions conditions, the organizations background its products and markets, the attitudes and personalities of the key people involved, production facilities, the work climate, the organization students, the marketing methods and the external environment, together with what ever pertinent financial,

production accounting sales and market information upon which management have to depend.

The essence of the student's role in the case method is to diagnose and size up in the organizations situations and to think what should be done. The student has to analyse, and appraise the situation by asking: What factors have contributed to the organizations success (or failure)? What problems are evident? How serious are they? What managerial skills are needed to deal effectively with the situation? What actions need to be taken? Etc...

GROUP DISCUSSION

A group discussion may be conducted after the case study analysis. The objective of Group Discussion is to evaluate the subject knowledge and communication skills of students. A maximum of 8 students may participate in Group Discussion at a time.

AREAS TO BE COVERED

The case & group discussion may be from one or more area/s of the subject of study.

EVALUATION

The evaluation shall be done internally. 50% of the marks for the Continuous assessment shall be done based on the practical component with equal weightage for Case study and Group Discussion.

The percentage of weightage for each is as,

Case study

a Problem identification\Diagnosis	-	20%
b Analysis and evaluation	-	40%
c Recommendations\Question Answering	-	40%

Group Discussion

d Knowledge about topic	-	40%
e Communication	-	40%
f Group participation	-	20%

BOOKS RECOMMENDED

1. Essentials of Organizational Behavior : P.G. Aquinas, Excel Books
2. Organizational Behavior : Aswathappa
3. Organizational Behaviour (Text & cases) : S.S.Khanka
(S.Chand & Co. Ltd, New Delhi)

BOOKS FOR FURTHER REFERENCES

1. Organizational Behaviour : FRED LUTHANS
2. Human Behaviour at work : KEITH DAVIS
Perason Education
3. Essentials of organisation Behaviour : V.S.P.Rao, Excel Books