

## ORGANIZATIONAL BEHAVIOUR

Sem	Subject code	Category	Lecture		Theory		Practical	Credits
III	21CPCO3B	Core X	6 hrs. per week	90	6 hrs. per week	90	NIL	5

### COURSE OBJECTIVES:

- To develop cognizance of the importance of human behaviour.
- To enable students to describe how people behave under different conditions and understand why people as they do.
- To provide the students to analyse specific strategic human resources demands for future action.

### COURSE OUTCOMES:

On the successful completion of the course the students will be able,

CO NUMBER	CO STATEMENT	KNOWLEDGE LEVEL (K1 – K4)
CO1	To acquire the knowledge about organizational behaviour	K2
CO2	To understand applicability of individual behaviour in the organization	K2
CO3	To analyze the complexities group behaviour and development in organization	K3
CO4	To understand the culture and behaviour of organization	K2
CO5	To evaluate the organization changes and management	K3

*Knowledge Level-1- Remembers-2- Understand-3- Apply-4- Analyse-5*

### MAPPING WITH PROGRAMME OUTCOMES:

COS	PO1	PO2	PO3	PO4	PO5	PO6
CO1	S	M	M	M	M	M
CO2	S	S	M	M	S	S
CO3	M	S	M	M	S	M
CO4	S	M	M	S	M	M
CO5	M	S	S	M	M	M

*S-Strong; M-Medium; L-Low*

## **UNIT-I INTRODUCTION**

**18 Hours**

Introduction to Organizational Behaviour-Meaning-Elements-Need-Approaches-Models of OB-Autocratic, Custodial, Supportive and Collegial Model.

## **UNIT-II INDIVIDUAL BEHAVIOUR**

**18 Hours**

Individual Behaviour-Factors Influencing Individual Behaviour-Personal Factors, Psychological Factors, Organizational Factors, Environmental Factor, Personality-Determinants-Theories of Personality. Perception-Process-Determinants-Attitudes-Nature-Characteristics-Factors Influencing Attitude Formation.

## **UNIT-III GROUPEHAVIOUR**

**18 Hours**

Group Behaviour-Meaning-Definition-Reasons for Formation of Groups-Types of Group-Group Norms-Characteristics of Group Norms-Stages of Group Development-Group Cohesiveness-Determinants of Group Cohesiveness-Inter Group Relations-Group Decision Making-Process of Decision Making-Group Dynamics.

## **UNIT-IV ORGANIZATIONAL CULTUREANDBEHAVIOUR**

**18 Hours**

Organizational Culture-Meaning - Significance- Types – Subculture – Dominant culture – Strong, Weak, Authoritarian, Participating, National – Organizational Behaviour- Nature- Models of Organizational Behaviour- Autocratic, Custodial, Superlative, Collegial- Hawthorne Experiments- Human Behaviour Approach- Motivating and Leading of Employees.

## **UNIT-V ORGANIZATIONALCONFLICT**

**18 Hours**

Organizational Change-Meaning-Factors Influencing Change-Resistance to Change-Management of Change-Organizational Conflict-Causes of Conflicts-Stages of Conflict – Group Level Conflict-Intra Group- Intergroup Conflict-Conflict Resolution – Problem solving, Avoidance, Smoothing, Forcing, Compromising and Confronting.

Common Case Studies in each unit.

### **TEXTBOOKS:**

<b>S.NO</b>	<b>AUTHOR</b>	<b>TITLE OF THE BOOK</b>	<b>PUBLISHER</b>	<b>YEAR OF PUBLICATIONS</b>
<b>1</b>	Stephen Robbins	OrganisationalBehaviour,	Pearson education	2001
<b>2</b>	L.M. Prasad	OrganisationalBehaviour,	Sultan Chand&sons	2004
<b>3</b>	Fred Luthans	OrganisationalBehaviour,	McGraw Hill,	1998
<b>4</b>	S.S. Khanka	OrganisationalBehaviour,	Sultan Chand&sons	2007.
<b>5</b>	Dr. K. Sundar& Dr. J. Srinivasan	OrganisationalBehaviour,	Margham Publication	2012

**REFERENCE BOOKS:**

S.NO	AUTHOR	TITLE OF THE BOOK	PUBLISHER	YEAR OF PUBLICATIONS
1	Dr.F.C. Sharma	Organisational Behaviour,	SBPD Publication	2019
2	Saurabh Agrawal	OrganisationalBehaviour	Sahityabhawan Publication	2015
3	Dr. S.C. Saksena, Dr. Gaurav Sankalp	Management and OrganisationalBehaviour	Sahityabhawan Publication	2019
4	John W Newstrom	OrganisationalBehaviour Human behaviour at work	McGraw-Hill	2015
5	Sushma Khanna	Understanding OrganisationalBehaviour	Oxford HED	2016

**TEACHING METHODOLOGY:**

- Class roomteaching
- Discussions
- PPTPresentations
- Chalk &Board
- Seminar
- Charts/ Models/Demo

**WEBSITE SOURCES:**

- [www.wikipedia.com](http://www.wikipedia.com)
- [www.investopedia.com](http://www.investopedia.com)
- [www.cosmos-publicationbooks.com](http://www.cosmos-publicationbooks.com)

**SYLLABUS DESIGNER:**

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