

ORGANISATIONAL BEHAVIOUR

Sem	Subject code	Category	Lecture		Theory		Credit
			Total Hrs	Hrs per week	Total Hrs	Hrs per week	
IV		Core Paper XI	90	6	90	6	4

COURSE OBJECTIVE:

1. To make students understand the concept of foundations of OB.
2. To know the functions of OB such as personality, perception, learning concepts, individual attitudes and values, group behaviour, organizational change and development.

COURSE OUTCOMES:

On Successful completion Of the Course the student will be able:

CO Number	CO Statement	Knowledge level(K1-K4)
CO1	To Identify the Human Behavior activities within an organization.	K2
CO2	Recognise the workplace personality and perception through learning process.	K3
CO3	Identify the Importance of Attitude and to understand the human behaviour impact in organizational Performance.	K3
CO4	Associate the behaviour of individuals and groups in organisations and identify the problems associated with organizing and managing teams.	K4
CO5	To improve the Effectiveness of an organization.	K4

K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze

MAPPING WITH PROGRAMME OUTCOMES:

COS	PO1	PO2	PO3	PO4	PO5	PO6
CO1	M	S	M	S	M	S

C02	S	S	S	S	M	S
C03	S	S	M	S	S	M
C04	M	S	S	S	S	S
C05	S	S	S	M	M	M

S – Strong ;

M – Medium;

L – Low

UNIT –I NATURE OF ORGANISATION BEHAVIOUR

15 hrs

Nature of organization Behaviour– concept, scope, OB and other similar fields of studies, Disciplines contributing to OB – OB model.

Foundations of OB: Environmental factors – Personal factors – Psychological factors.

UNIT - II PERSONALITY , PERCEPTION AND LEARNING

20 hrs

Personality : Concept -Personality theories (Trait and self theory) -Personality Development - Determinants of personality - personality and behaviour .

Perception : Concept – Perceptual process - Perceptual selectivity - Perceptual Organisation – Perception and Organisation Behaviour.

Learning : Concept – Components of learning process - Objectives - Nature – Factors affecting learning - Learning theories (Classical conditioning and Operant conditioning) - OB Modification.

UNIT- III ATTITUDES AND VALUES

20 hrs

Attitudes and values : Concept of attitude - Nature - Formation - Functions – Theories- Factors in Attitude formation - Attitude Measurement

Value : Concept - Types - Formation of values - Factors in Value formation , Value systems of Indian managers.

Stress : Concept – Causes - Sources - Effects of stress - Coping strategies for stress.

UNIT - IV GROUP BEHAVIOUR

20 hrs

Group Dynamics : Concept of Group - Formal and Informal groups - committee - Task force - Significance of Informal organization.

Group Behaviour : Determinants - Group process - Group Tasks. Group Norms - Group Cohesiveness - Group Decision making - Techniques for Improving Group Decision making.

Organisational Conflicts : Concept of conflict - Interpersonal conflict - Group level conflict - Organisation level conflict - Conflict management.

Organisational climate and culture : Concept of organisational climate - Developing a sound organisational climate - Socio – cultural Features of India and Their Impact .

UNIT – V ORGANISATIONAL CHANGE AND DEVELOPMENT 25 hrs

Organisational change: Nature – Factors in organisational change – Resistance to change – Factors in Resistance to change – Overcoming – Change Agents – Role of Change Agents. **Organisational Development** : Concept – Process- OD Interventions – Sensitivity Training

– Grid training – Survey feedback – Process consultation – Team Building – Management by Objectives .

Organizational Effectiveness: Concept – Approaches to Measure Effectiveness – Goal approach – Behavioural Approach – System Approach – Strategic Constituencies Approach– Managerial Effectiveness - Factors in Organisational Effectiveness.

Distribution of Marks : Theory – 100% , Problems – 0%

TEXT BOOKS:

Sl. no	Authors	Title	Publishers	Year of publication
1	L.M. Prasad	Organisational Behaviour	Sultan chand & sons	2004
2	Stephen P.Robbins& Timothy A. Judge, NeharikaVohra	Organizational Behavior	Pearson	2013
3	Pardeep Kumar &K.S.Thakur	Organizational (concepts & Applications)	Wisdom Publications	2011
4	J. Jayasankar	Organisational Behaviour	Margham Publications	2016

REFERENCE BOOKS:

Sl. no	Authors	Title	Publishers	Year of publication
1	Wendy Bloisi, Curtis W. Cook & Phillip L.Hunsaker	Management and Organisational Behaviour	McGraw –Hill Companies	2003
2	Dr.S.S.Khanka	Organisational Behaviour	S.Chand& Company pvt.Ltd	2015

TEACHING METHODOLOGY:

1. Chalk& Talk
2. Lecture
3. Seminar
4. Assignment
5. Chart preparation
6. PPT
7. Group Discussion
8. You tube class
9. Case study
10. Role play

SYLLABUS DESIGNER:

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