

Name of the Subject: ORGANIZATIONAL BEHAVIOUR
Course Code and Subject Code: CC 104, OB
Course Credit: FULL (50 SESSIONS OF 60 MINUTES EACH)

Course Description

Organization Behaviour provides framework to the students to understand the human behaviour dynamics in work organisations through the study of the individual, the group and the organisational system. Organization is composition of human beings and their behaviour. In order to manage the people in organization, it is essential to understand individual attitudes and behaviour in an organizational context. It does this by reviewing psychological theories as they apply to organizations; demonstrating the contribution of a psychological perspective to understanding human behaviour at work; and critically evaluating the empirical evidence.

Evaluation pattern:

Class participation and Attendance	10%
Quizzes, Presentations and Assignments	20%
Mid Term Examination	30%
End Term (University) Examination	40%

Pedagogy:

- Lectures
- Case study
- Minor projects

Sessions	Topic	Percentile weightage
1- 4	General orientation for OB field, introduction, what managers do, Other fields related to OB, Challenges and opportunity ,OB models	5 %
5-8	Foundation of OB: Ability- intellectual and physical ,biographic characteristics – Age, gender, race, tenure etc, shaping – managerial tool, reinforcement theories , Theories of learning	5%
9-11	Values, Attitude and Job Satisfaction	5%
11-13	Personality and its determinants, traits theories, linking individual’s personality and values to workplaces	10 %
14-17	Perception definition, attribution theory , shortcuts , specific application, Perception and decision making , rational model , assumption of model , three components, bounded rationalities , Transactional analysis, Johari Window	10 %
18-20	Motivation definition , early theories, contemporary theories, Self efficacy	10 %

	theory, reinforcement theory, equity theory,	
21-25	Expectancy theory, Job characteristics model , job rotation, enrichment, enlargement, Alternative arrangement in job , Employee involvement, Rewarding employee	5 %
26-27	Group Development, group decision making, group behavior, understanding difference between team and group, Team Building	5%
28-30	Leadership- awareness and general discussion, trait theories , Behavioral theories, Contingency theories, Inspirational approaches ,	10%
31-33	charismatic, transformational and transactional leadership, Ethics and leadership , trust and leadership, three types of trust, Contemporary roles, challenges , finding and creating leaders	5 %
34-35	Contrasting leadership and power, bases of power , dependency , power tactics, politics , causes and consequences of political behavior, the ethics of behaving politically	5%
36-40	Culture definition , some of the aspects , general discussion, Functions of culture , creating and sustaining culture ,how employee learn culture, Creating customer responsive culture , culture and nation	5%
41-44	Transitions in conflict thought, the conflict process, negotiation process	10 %
45-47	Introduction to change management, Change Dynamics, Forces for change, planned change, resistance to change.	5 %
48-50	Approaches to managing organizational change, creating a culture for change, work stress and its management.	5 %

Text Book:

1. Organizational Behaviour by Stephen Robbins, Timothy Judge and Seema Sanghi, 14th Edition, Pearson Education

Reference Books:

1. Understanding organizational behaviour by Udai Pareek ,4th edition , 2004 , Oxford press
2. Organizational Behaviour –by Parikh and Gupta, 1st edition, TMH Publication
3. Organizational Behaviour by Fred Luthan , Tata Mc-Graw hill publication