

Organizational Behaviour

Course Code	21BA2T6	Year	I	Semester	II
Course Category	Core	Branch	Business Administration	Course Type	Theory
Credits	4	L-T-P	4-0-0	Prerequisites	Nil
Continuous Internal Evaluation	30	Semester End Evaluation	70	Total Marks	100

Course Outcomes		
Upon successful completion of the course, the student will be able to:		
CO1	Identify the applicability of the concept of organizational behaviour to understand the behaviour and culture of people in the organization.	L3
CO2	Identify the applicability of analyzing the complexities associated with management of individual behaviour in the organization.	L3
CO3	Analyze the complexities associated with management of the personality development group behaviour (Group Dynamics) in the organization.	L4
CO4	Identify how the organizational behaviour can integrate in understanding the concepts of inter-personal communication.	L3
CO5	Examine how the organizational behaviour can influence in understanding the concepts of organization culture and development.	L4

Contribution of Course Outcomes towards achievement of Program Outcomes & Strength of correlations (3-High, 2-Medium, 1-Low)													
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PSO1	PSO2
CO1	3	2	-	-	-	3	-	3	3	-	-	3	3
CO2	3	2	-	-	-	3	-	3	3	-	-	3	3
CO3	3	2	-	-	-	3	-	3	3	-	-	3	3
CO4	3	2	-	-	-	3	-	3	3	-	-	3	3
CO5	3	2	-	-	-	3	-	3	3	-	-	3	3

SYLLABUS		
Unit No.	Contents	Mapped CO
I	Introduction: Nature and scope - Linkage with other social sciences - Individual roles and organizational goals - Approaches to organizational behavior - Models of organizational behavior- Challenges and opportunities to OB.	CO1
II	Individual perception: Nature - Process - Selection - Organization and interpretation - Factors influencing perception- Barriers in perceptual accuracy – Learning – Characteristics, process and theories of learning; Attitudes and values - Formation – Types - Relevance to OB.	CO1 CO2
III	Personality Development and Group dynamics: Nature - Stages - Determinants of personality – Theories-Johari Window - Transactional analysis; Group dynamics- Meaning and types of groups - Dynamics of group formation - Conflict resolution in groups and problem-solving techniques-importance of teams – Formation of teams – team work.	CO1 CO3

IV	Inter-Personal Communication: Listening – feedback - Collaborative processes in work groups, Organizational change -Change dimensions – Change processes- Pressures for change-Resistance to change- Over coming resistance to change.	CO1 CO4
V	Organizational Culture and development: Definition and characteristics, creating and sustaining culture, Stress in organizations - Organizational development: Goals - Processes - Nature of OD – interventions and techniques.	CO1 CO5
Case Study Compulsory. Relevant cases have to be discussed in each unit.		

Learning Resources	
Text Books:	
<ol style="list-style-type: none"> 1. Stephen B. Robbins (2008), “Organizational Behavior”, PHI, New Delhi, 2. Aswathappa K (2008), “Organizational Behavior-Text, Cases and Games”, Himalaya Publishing House, New Delhi. 	
Reference Books:	
<ol style="list-style-type: none"> 1. Fred Luthans (2001), “Organizational Behavior” , McGraw Hill, New Delhi. 2. LM Prasad (2005) “Organizational Behaviour” Sultan Chand & Sons Publications, New Delhi. 3. Jai B.P. Sinha (2008), “Culture and Organizational Behavior”, Sage Publication India Private Limited, New Delhi. 4. Nelson, Quick, Khandelwal (2012), “An Innovative Approach to Learning and Teaching Organizational Behaviour” Cengage Learning, New Delhi. 5. Pareek Udai (2007), “Understanding Organizational Behavior”, Oxford University Press, New Delhi. 6. Schermerhorn, Hunt and Osborn (2007),“Organizational Behavior”, Wiley India Limited, New Delhi. 7. Sharma V.S. Veluri (2009): “Organizational Behavior”, JAICO Publishing House, New Delhi. 8. Hell Riegel& Slocum (2009), “Fundamentals of Organizational Behavior”, Cengage Learning India, New Delhi. 9. Mary Ann Von Glinow, Radha R. Sharma, Steven L. McShane (2008), “Organizational Behavior”, Tata McGraw Hill Education, New Delhi. 10. Gregory Moorhead, Ricky W. Griffin (2009) “Organizational Behavior”, Biztantra, New Delhi. 	
e- Resources & other digital material:	
<ol style="list-style-type: none"> 1. https://nptel.ac.in/courses/110/106/110106145/ 2. https://nptel.ac.in/courses/110/105/110105033/ 3. https://nptel.ac.in/courses/110/105/110105034/ 	