

Mandatory Course 5: Organizational Behaviour

Course Type:	PG: Program General	Course Credits:	2
Course Code:	C1PM405	Course Duration:	30 Hours

Course Objectives:

- To understand individual and group behavior in organizations and its impact on performance.
- To learn how motivation and leadership can influence and improve workplace behavior.
- To gain insights into organizational structure, design, and culture for better management.
- To enhance personal and team effectiveness through understanding human behavior.

Course Outcomes:

- CO1: Remember to others effectively and demonstrate the importance of interpersonal skills in the success of their professional and personal life. (Level 1 & 2)
- CO2: Analyse and interpret how and why people behave in a certain manner and predict the impact of such behaviour as individuals or teams on their individual performance, performance of their team and performance of the organization as a whole. (Level 4, 5, 6)
- CO3: Evaluate and manage the patterns of interpersonal relations in the organization and adapt their behaviour as per the demands of the organization for the healthy work environment. (Level 6)

Unit / Module	Content	CO Mapping	Hours Assigned
1	Introduction to OB Origin, Nature and Scope of Organizational Behavior Relevance to Organizational Effectiveness and Contemporary Issues.	CO1	2
2	Personality Meaning and Determinants of Personality Process of Personality Formation	CO1	4

	Personality Types Assessment of Personality Traits for Increasing Self Awareness		
3	Perception, Attitude and Value Perceptual Processes, Effect of Perception on Individual Decision-Making, Attitude and Behavior. Sources of Value Effect of Values on Attitudes and Behavior. Effects of Perception, Attitude and Values on Work Performance.	CO2, CO3	4
4	Motivation Concepts Motives Theories of Motivation Their Applications for Behavioral Change.	CO1, CO2, CO3	3
5	Group Dynamics & Teamwork Work Groups, Formal and Informal Groups and Stages of Group Development. Concepts of Group Dynamics, Group Conflicts and Group Decision Making. Team Effectiveness: High Performing Teams, Team Roles, Cross Functional and Self-Directed Teams	CO2, CO3	4
6	Organizational Design Structure, Size, Technology Hybrid Work Structures Environment of Organization Organizational Roles: -Concept of Roles; Role Dynamics; Role Conflicts and Stress. Organizational Conflicts	CO3	4
7	Leadership Concepts and Skills of Leadership Leadership and Managerial Roles Leadership Styles and Effectiveness Contemporary Issues in Leadership	CO1, CO2, CO3	3

	Power and Politics: Sources and Uses of Power Politics at Workplace Tactics and Strategies. Defense Mechanism Sources, types and Strategies to cope-up		
8	Self & Stress Management What is stress? Eustress & Distress General Adaptation Syndrome A Stress Model- Stressors & stress outcomes Potential sources of stress- Environmental factors, Organizational factors, Personal factors Consequences of stress- Psychological, Physiological, Behavioral.	CO1, CO2	2
9	Organizational Culture Definition, Characteristics of Organizational Culture Strong Versus Weak Culture Functions of Organizational Culture	CO1, CO2, CO3	2
10	Organization Development Organizational Change and Culture Environment Organizational Culture and Climate Contemporary Issues relating to Business Situations Process of Change and Organizational Development	CO1, CO2, CO3	2

Text Books:

1. Understanding Organizational Behaviour – Udai Pareek
2. Organizational Behaviour – Stephen Robbins
3. Organizational Behaviour – Fred Luthans
4. Uday Kumar Haldar, Leadership and Team Building, Oxford University Press, New Delhi, 2010.

Reference Books:

1. Organizational Behaviour by Steven L McShane, Mary Ann Von Glinow & Radha Sharma
2. Organizational Behaviour – L. M. Prasad (Sultan Chand)
3. Organizational Behaviour – Meera Shankar – International Book House Ltd
4. Management & Organizational Behaviour – Laurie Mullins – Pearson Publications

