



Course Title: UNDERSTANDING ORGANIZATIONAL BEHAVIOUR

Course Code: HR101

Credit Units: 03

L	T	P/ S	SW/ FW	TOTAL CREDI T UNITS
2	1	-	-	3

Course Objectives:

The objective of this course is to familiarize the students with the behavioral patterns of Human beings at individual and group levels. This course emphasizes on developing a theoretical grasp of issues and problems and an understanding of practical implications of various theories of human behavior at work. This course aims at introducing the students to many of the basic principles of human behavior that effective managers use when managing individuals and groups in organizations. This course will acquaint students with the theories of behavior of people in modern organizations.

Pre-requisites: There are no prerequisites to this course. However, introduction to basic business terminology or some understanding of the organizational environment is required.

Student Learning Outcomes: By the end of the course, students will be able to demonstrate and summarize the key concepts and ways of analyzing factors relating to individuals, groups and organizations. Identify and distinguish between different types of learning, personality and motivational theories. Students can specify the process of group formation and justify the role organizational behavior in Business settings.

Course Contents/Syllabus:

	Weightage (%)
Module I Understanding Human Behavior	10%
<p>Descriptors/Topics The concept, Nature and Significance of Human Behavior, Factors effecting Human Behavior, Levels of Human Behavior; Disciplines contributing to OB.</p> <p>Industry Input : None</p>	
Module II Individual Behavior	20%
<p>Descriptors/Topics Individual Differences; Personality and Theories of Personality; Perception; Learning and Behavior reinforcement, values.</p> <p>Industry Input: Types of Mis-behaviors and Management Intervention, Theories of Emotions , Emotional Intelligence – Theories.</p>	
Module III Motivation & Attitude	25%
<p>Descriptors/Topics Concept, Significance and Theories of Motivation, Motivation and Behavior, Motivation at Work, Attitudes, Meaning and nature, Formation and change attitudes, Job related attitudes.</p>	

Industry Input : None	
Module IV Interpersonal Behaviour, Power & Politics	25%
Descriptors/Topics Interpersonal Dimensions of Behavior; Transactional Analysis Implications of TA, Emotional Intelligence- Meaning, importance and application in organization, Power: Concept, determinants, types; Organizational Politics: Tactics, Impression Management. Industry Input : None	
Module V Group Behaviour –Leadership, Change and Conflicts	20%
Descriptors/Topics Group Behaviour; Types, Functions, Determinants of Group Behavior, Inter Group Problems, Leadership: Nature and Significance of Leadership, Leadership styles Trait Theory, Behavioral Theory, Managerial Grid.Organizational conflict, Nature and types of conflict, Management of organizational conflict, Approaches to conflict management, Organizational culture, Learning and maintaining organizational culture, Organizational change, Planned change, Resistance to change, Managing stress during change. Industry Input : None	

Pedagogy for Course Delivery:

The course will be theory and application based.

Methods utilized

- **Lecture and class discussion**
- **Case study and Individual assignments**
- **Team project/Assignment**

Lab/ Practicals details, if applicable:

List of Experiments:

-
-
-

Assessment/ Examination Scheme:

Theory L/T (%)	Lab/Practical/Studio (%)	End Term Examination

Theory Assessment (L&T):

Continuous Assessment/Internal Assessment					End Term Examination
Components (Drop down)					
Weightage (%)					

--	--	--	--	--	--

Lab/ Practical/ Studio Assessment:

	Continuous Assessment/Internal Assessment				End Term Examination		
Components (Drop down)							
Weightage (%)							

Text & References:

Text

- Stephen Robins, Organizational Behaviour PHI.

References

- K. Ashwathappa, Organisational Behaviour, Tata McGraw-Hill
- Keith Davis, Organisational Behaviour, Tata Mc Graw-Hill
- Keith Davis, Human Behaviour at Work, Tata McGraw-Hill

Any other Study Material:

- L.M.Prasad. Organisational Behaviour , Sultan Chand & Sons
- Uma Sekaran, Organisational Behaviour : Text & Cases, Tata Mc Graw-Hill.