Semester: II	
Course Title: Organizational Behaviour	
Course Code: B1BC230211T	**Credits: 4**
Classes/week : 4 classes/week	**Marks: 100**
Category: Minor	
Theory/Practical/Composite : Theory	
No. of Modules : 5	

Course Overview: This course is designed to acquaint students with a framework for understanding human behaviour at the individual, group and organizational levels. It provides an overview of concepts and theories relating to key determinants of individual behaviour, processes that underlie formation and dynamics of groups and various types of teams. Further, it delves into power and politics in organizations, resultant conflicts and measures for their resolution besides introducing students' implications of organizational culture and change on organizational processes and their effectiveness.

Course Outcome:

1. **CO1:** Describe the multi-disciplinary nature of OB and understand its role and significance in achieving organizational goals.
2. **CO2:** Understand the key determinants of individual behaviour in terms of concepts, processes, and models/theories (where applicable) and apply such knowledge to identify and analyse its implications for human behaviour in organizations.
3. **CO3:** Understand and manage the way individuals are organized into groups and teams, the internal structures, processes and dynamics thereof.
4. **CO4:** Identify the sources of power and understand the role it plays in organizational politics as well as suggest conflict resolution mechanisms.
5. **CO5:** Initiate, manage, and implement organizational change.

SYLLABUS

Unit/Module with topic name	Content	Number of Classes	CO Mapping	Cognitive Level
I. Introduction to Organizational Behaviour	Conceptual Framework in understanding Organizational Behaviour (OB), Disciplines contributing to the development of OB; Significance of OB, Goals of OB, Basic Model of OB (Stephen Robbins).	**8**	**CO1**	K2: Understand. K4: Analyze
II. Determinants of Individual Behaviour	(a) Personality: Determinants of Personality, Personality Theories: The Big Five Model; Type A and Type B personalities, Key personality traits influencing Organisational Behaviour (b) Perception: Perceptual process; Factors influencing the perceptual process, Perceptual Errors. (c) Learning: Determinants of Learning; Elements of Learning; Learning Process.	**22**	**CO2**	K2: Understand K3: Apply K4: Analyse.

	Emotion and Mood: Concepts of Emotion, Mood and Affect.			
III. Group Dynamics & Teams	(a) Group Dynamics: Group development stages; Group Norms; Group Cohesiveness; Factors influencing group cohesiveness (b)Teams: Difference between groups and teams, Types.	**12**	**CO3**	K2: Understand K4: Analyse.
IV. Power and Politics & Organizational Conflict	(a) Power and Politics: Difference between Power and Authority, Bases of Power, Importance of Power in OB, Concept of Power Tactics, Political Strategies for Power Acquisition. Organizational Conflict: Sources of organisational conflict, Stages in Conflict Process, Conflict resolution techniques.	**12**	**CO4**	K4: Analyze K5: Evaluate
V. Organizational Change & Organizational Culture	(a) Organisational Change: Process of Organisational Change; Resistance to Change; Managing organizational change – Kurt Lewin's Model of Organizational Change (b) Organizational Culture: Concept, Determinants, how employees learn organization, Creating an Ethical Organizational Culture.	**11**	**CO5**	K2: Understand K3: Apply K4: Analyse

Text Books

1. Stephen P. Robbins, Timothy A. Judge & Neharika Vohra, Organizational Behavior, Pearson
2. Fred Luthans, Organizational Behavior – An Evidence Based Approach, McGraw Hill Education-Asia
3. Griffin & Moorhead, Organizational Behavior: Managing People and Organizations, Cengage

Suggested readings

Suggested Readings/References:

1. Steven L. McShane, Organizational Behavior, McGraw Hill (Special Indian Edition)
2. Paul Hersey, Kenneth H. Blanchard & Dewey E. Johnson, Management of Organizational Behavior, Pearson Education-Prentice Hall
3. Udai Pareek & Sushama Khanna, Understanding Organizational Behaviour, Oxford University Press.
4. K. Ashwathappa, Organisational Behaviour: Text, Cases and Games, Himalaya Publishing House

Web Resources:

- https://youtu.be/hRV0IU8adis?si=Y4zQIqKOrJ8TTPfC
- https://www.youtube.com/watch?v=4-BZN3QHFoI&feature=endscreen
- https://nptel.ac.in/courses/109107740
- https://onlinelibrary.wiley.com/

- https://hbsp.harvard.edu/organizational-behavior/
- https://openstax.org/details/books/organizational-behavior
- https://www.tandfonline.com/journals/worg20

Course outcomes (COs) and Cognitive Level Mapping

COs	CO Description	Cognitive levels
CO1	Describe the multi-disciplinary nature of OB and understand its role and significance in achieving organizational goals.	K2, K4
CO2	Understand the key determinants of individual behaviour in terms of concepts, processes, and models/theories (where applicable) and apply such knowledge to identify and analyse its implications for human behaviour in organizations.	K2, K3, K4
CO3	Understand and manage the way individuals are organized into groups and teams, the internal structures, processes and dynamics thereof.	K2, K4
CO4	Identify the sources of power and understand the role it plays in organizational politics as well as suggest conflict resolution mechanisms.	K4, K5
CO5	Initiate, manage, and implement organizational change.	K2, K3, K4