



Semester: II		
Course name: Organizational Behaviour		
Course code: B1BC230211T		
Course Credits: 4		
Pedagogy: Classrooms lecture, Case studies, Group discussion & Seminar		
<p>Course Description: 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.</p>		
<p>Learning Objectives: The course aims to help learners to acquire conceptual knowledge of</p> <p>LO1. Disciplines contributing to the development of OB, significance and goals of OB, and a basic framework adopted for the study of OB.</p> <p>LO2. Key determinants of individual behaviour, viz., personality, perception, learning, emotion, and moods.</p> <p>LO3. Process of formation of groups, group dynamics and the nature and types of teams in organizations.</p> <p>LO4. Sources of power, organizational political strategies, and resolution mechanisms for dealing with organizational conflicts.</p> <p>LO5. Process and management of organizational change and determinants of organizational culture.</p>		
<p>Course Outcomes: On successful completion of the course, students will be able to:</p> <p>CO1. Describe the multi-disciplinary nature of OB and understand its role and significance in achieving organizational goals.</p> <p>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.</p> <p>CO3. Understand and manage the way individuals are organized into groups and teams, the internal structures, processes and dynamics thereof.</p> <p>CO4. Identify the sources of power and understand the role it plays in organizational politics as well as suggest conflict resolution mechanisms.</p> <p>CO5. Initiate, manage, and implement organizational change.</p>		
Unit	Details	No. of classes
1. 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
2. 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	22



	<p>(b) Perception: Perceptual process; Factors influencing the perceptual process, Perceptual Errors.</p> <p>(c) Learning: Determinants of Learning; Elements of Learning; Learning Process</p> <p>(d) Emotion and Mood: Concepts of Emotion, Mood and Affect</p>	
3. Group Dynamics & Teams	<p>(a) Group Dynamics: Group development stages; Group Norms; Group Cohesiveness; Factors influencing group cohesiveness</p> <p>(b) Teams: Difference between groups and teams, Types</p>	12
4. Power and Politics & Organizational Conflict	<p>(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.</p> <p>(b) Organizational Conflict: Sources of organisational conflict, Stages in Conflict Process, Conflict resolution techniques</p>	12
5. Organizational Change & Organizational Culture	<p>(a) Organisational Change: Process of Organisational Change; Resistance to Change; Managing organizational change – Kurt Lewin's Model of Organizational Change</p> <p>(b) Organizational Culture: Concept, Determinants, How employees learn organization, Creating an Ethical Organizational Culture</p>	11
Practical Exercises/Skill Development Activities: Classroom seminars, assignments, analysis of cases.		
<p>Suggested Readings/References:</p> <ol style="list-style-type: none"> 1. Stephen P. Robbins, Timothy A. Judge & Neharika Vohra, <i>Organizational Behavior</i>, Pearson 2. Fred Luthans, <i>Organizational Behavior – An Evidence Based Approach</i>, McGraw Hill Education-Asia 3. Griffin & Moorhead, <i>Organizational Behavior: Managing People and Organizations</i>, Cengage 4. Steven L. McShane, <i>Organizational Behavior</i>, McGraw Hill (Special Indian Edition) 5. Paul Hersey, Kenneth H. Blanchard & Dewey E. Johnson, <i>Management of Organizational Behavior</i>, Pearson Education-Prentice Hall 6. Udai Pareek & Sushama Khanna, <i>Understanding Organizational Behaviour</i>, Oxford University Press. 7. K. Ashwathappa, <i>Organisational Behaviour: Text, Cases and Games</i>, Himalaya Publishing House 		