**Syllabus for Master of Business Administration, 1st Semester**

**Subject Name: Organisational Behaviour (OB) Subject Code: 4519204**

**With effective from academic year 2018-19**

# Learning Outcome:

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| **Learning Outcome Component** | **Learning Outcome** |
| Business Environment and Domain Knowledge (BEDK) | * Understand the development of the field of   OB and explain the micro and macro concepts |
| Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI) | * Analyse and compare different models used to explain individual behaviour   related to motivation and rewards |
| Global Exposure and Cross-Cultural Understanding (GECCU) | * Understanding the impact of cultures on the individual’s personality and thereby its influence on group dynamics and business performance |
| Effective Communication (EC) | * Understanding of group dynamics * Understanding of processes used in developing communications and resolving conflicts |
| Leadership and Teamwork (LT) | * Identify leadership styles and the role of   leaders in a decision making process |

1. **Course Duration:** The course duration is of **40 sessions of 60 minutes each.**
2. **Course Contents:**

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| --- | --- | --- | --- |
| **Module No:** | **Module Content** | **No. of Sessions** | **70 Marks (External**  **Evaluation)** |
| **I** | **Foundations of Management and O.B:**  Concepts of Management, Science or Art, Management and Administration, Management thoughts by Management Gurus, Functions of Management, Types of Business Organization, Managerial roles, Overview of management process.  **Concepts of O.B**:   * Understanding OB * Model of OB * Disciplines contributing to the field of OB | 10 | 17 |
| **II** | **Understanding dynamics of Individual behavior:** Understanding Personality, Values, Attitude and their impact on behavior at work, Understanding motivation at  work | 10 | 17 |
| **III** | **Understanding dynamics of Group behavior:** Understanding the process of Perception: How we make sense of Our environment , Understanding Groups and  Teams, Group Dynamics, Transactional Analysis, Organizational Change and stress Management | 10 | 18 |
| **IV** | **Understanding Organizational dynamics of Behaviour:**   * Conflict and Negotiation * Understanding Decision-making * Understanding Power and Organizational Politics * Organizational Culture * Basic Theories of Leadership   + Behavioral theories   + Fiedler model   + LMX theory   + Path-goal theory * Contemporary Issues in Leadership Practice | 10 | 18 |
| **V** | Small project on individual Role Model (famous Indian or International Leaders)   * Case studies on Leadership Styles * Organizational study on Monetary and Non-Monetary Motivation given to their employees at all levels * Making students understand Group Dynamics by assigning group & team building exercises | --- | (30 marks CEC) |

1. **Pedagogy:**
   * ICT enabled Classroom teaching
   * Case study
   * Practical / live assignment
   * Interactive class room discussions

# Evaluation:

Students shall be evaluated on the following components:

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| **A** | **Internal Evaluation** | **(Internal Assessment- 50 Marks)** |
| * Continuous Evaluation Component | 30 marks |
| * Class Presence & Participation | 10 marks |
| * Quiz | 10 marks |
| **B** | **Mid-Semester examination** | **(Internal Assessment-30 Marks)** |
| **C** | **End –Semester Examination** | **(External Assessment-70 Marks)** |

# Reference Books:

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| --- | --- | --- | --- | --- |
| **No.** | **Author** | **Name of the Book** | **Publisher** | **Year of Publication /**  **Edition** |
| 1 | Stephen Robbins | Organizational Behavior | Pearson  Education | 13th or  Latest Edition |
| 2 | Margi Parikh & Rajan  Gupta | Organizational Behavior | McGraw-Hill | 2010, Latest  Edition |
| 3 | K. Aswathappa | Organizational  Behaviour | Himalaya | Latest Edition |

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| 4 | Tripathy PC and Reddy PN | Principles of Management | McGraw-Hill | Latest edition |
| 5 | Udai Pareek | Understanding  Organizational Behavior | Oxford University Press | 2nd Ed, Latest |
| 6 | Fred Luthans | Organizational Behavior | McGraw-Hill | Latest Edition |
| 7 | Gregory Moorhead  & Ricky W. Griffin | Organizational  Behaviour | Jaico Publication | Latest Edition |
| 8 | Niraj Kumar | Organizational  Behaviour | Himalaya | Latest Edition |
| 9 | PG Acquinas | Organizational  Behaviour | Excel Books | Latest Edition |
| 10 | Debra L. Nelson &  James C. Quick | Organizational  Behaviour | Cengage Learning | 5th Edition |
| 11 | Mirza Saiyadain, J. S.  Sodhi and Rama J. Joshi | Case in Organization  Behaviour and HRM | Mcgraw-Hill | Latest Edition |
| 12 | Robert Kreitner and  Angelo Kinicki | Organizational  Behaviour | Mcgraw-Hill | Latest Edition |
| 13 | S. S. Khanka | Organizational  Behaviour | Vikas Publishing | Latest Edition |
| 14 | Kavita Singh | Organizational  Behaviour | Pearson Edition | Latest Edition |

**Note:** Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

1. **List of Journals / Periodicals / Magazines / Newspapers / Web resources, etc.**
2. Journal of Organizational Behaviour
3. Research in organizational behavior
4. Organizational behavior & Human Decision processes
5. Harvard Business Review
6. Journal of Management