

**MBA I**  
**Semester I**  
**Organizational Behavior (OB)**

**1. Course Objective:**

- Help the student understand how the 'people' side of the organizations affects effectiveness through concepts
- Develop the student's ability to observe, understand and analyze the behaviour within the organizational context
- Help the student develop basic skills to deal with the ongoing behavioral dynamics and contribute to organizational effectiveness

**2. Course Duration:**

- The course duration is of 36 sessions of 75 minutes each i.e. 45 hours.

**3. Course Contents:**

Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
I	<b>Basic Understanding of the context of OB:</b> <ul style="list-style-type: none"> <li>• What is Organizational Behaviour</li> <li>• Understanding Organizational Culture and changing it for effectiveness</li> <li>• Basic Theories of Leadership</li> <li>• Contemporary Issues in Leadership Practice</li> </ul>	7	17
II	<b>Understanding dynamics of Individual behavior:</b> <ul style="list-style-type: none"> <li>• Understanding Personality, Values, Attitude and their impact on behaviour at work</li> <li>• Transactional Analysis</li> <li>• Understanding Motivation at work.</li> </ul>	7	17
III	<b>Understanding dynamics of Group behavior</b> <ul style="list-style-type: none"> <li>• Understanding the process of Perception: How we make sense of Our environment</li> <li>• Understanding Groups and Teams, Group Dynamics</li> <li>• Resistance to Change and Change Management</li> </ul>	7	18
IV	<b>Understanding Organizational dynamics of behaviour:</b> <ul style="list-style-type: none"> <li>• Managing Conflict</li> <li>• Stress and Negotiation</li> <li>• Understanding Decision-making</li> <li>• Understanding Power and Organizational Politics</li> </ul>	7	18
V	<ul style="list-style-type: none"> <li>• Small project on individual Role Model (famous Indian or International Leaders)</li> <li>• Case studies on Leadership Styles</li> <li>• Organizational study on Monetary and Non-Monetary Motivation given to their employees at all levels</li> </ul>	8	Internal Evaluation (20 Marks of CEC)

	<ul style="list-style-type: none"> <li>• Making students understand Group Dynamics by assigning group &amp; team building exercises</li> </ul>		
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#### 4. Teaching Method:

- Discussions on concepts and issues of Organizational Behaviour.
- Case discussion covering a cross section of decision situations.
- Projects/ Assignments/ Quizzes/ Class participation etc

#### 5. Evaluation:

A	Projects/Assignments/Quiz/Class Participation, etc.	Weightage (50%) (Internal Assessment)
B	Mid-Semester Examination	Weightage (30%) (Internal Assessment)
C	End-Semester Examination (Min. 30% Theory and Min. 70% Practical)	Weightage (70%) (External Assessment)

#### 6. Basic Text Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
T1	Margi Parikh & Rajan Gupta	Organizational Behavior	McGraw-Hill	2010, Latest Edition
T2	K. Aswathappa	Organizational Behaviour	Himalaya Publishing House Pvt. Ltd.	Latest Edition
T3	Stephen Robbins	Organizational Behavior	Pearson Education	13 <sup>th</sup> or 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.

#### 7. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
R1	Udai Pareek	Understanding Organizational Behavior	Oxford University Press	2nd Ed, Latest
R2	Fred Luthans	Organizational Behavior	McGraw-Hill	Latest Edition
R3	Gregory Moorhead & Ricky W. Griffin	Organizational Behaviour	Jaico Publication	Latest Edition
R4	Niraj Kumar	Organizational Behaviour	Himalaya Publishing House Pvt. Ltd.	Latest Edition
R5	PG Aquinas	Organizational Behaviour	Excel Books	Latest Edition

R6	Debra L. Nelson & James C. Quick	Organizational Behaviour	Cengage Learning	5 <sup>th</sup> Edition
R7	Mirza Saiyadain, J. S. Sodhi and Rama J. Joshi	Case in Organization Behaviour and HRM	Tata Mcgraw-Hill	Latest Edition
R8	Robert Kreitner and Angelo Kinicki	Organizational Behaviour	Tata Mcgraw-Hill	Latest Edition
R9	S. S. Khanka	Organizational Behaviour	Vikas Publishing	Latest Edition
R10	Kavita Singh	Organizational Behaviour	Pearson Edition	Latest Edition

### 8. List of Journals/Periodicals/Magazines/Newspapers, etc.

- Harvard Business Review, Decision, Vikalpa, etc.

### 9. Session Plan:

Session Nos.	Topics to be covered
0-1	What is Organizational Behavior?
2-3	Understanding Organizational Culture and changing it for effectiveness
4	Basic Theories of Leadership
5-6	Contemporary Issues in Leadership Practice
7-9	Understanding Personality, Values, Attitude and their impact on behavior at work, Transactional Analysis
10-11	Understanding Attitude at work and their impact on behavior
12-14	Understanding Motivation at work
15-16	Understanding Perception and Attribution
17-18	Understanding Groups and Teams, Group Dynamics, Resistance to Change and Change Management
19-21	Managing Conflict, Stress and Negotiation
22-24	Understanding Decision-making
25-28	Understanding Power and Organizational Politics:
29-36	<ul style="list-style-type: none"> <li>• Small project on individual Role Model (famous Indian Leaders)</li> <li>• Case studies on Leadership Styles</li> <li>• Organizational study on Monetary and Non-Monetary Motivation given to their employees at all levels</li> <li>• Making students understand Group Dynamics by assigning group &amp; team building exercises</li> </ul>