

SEMSETER-I

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Program	MBA	Branch/Spec.	Agribusiness / Business Analytics / Financial Services / Hospital and Healthcare Management / International Business / Logistics and Supply Chain Management / Pharmaceuticals/Technology Management						
Semester	I				Version	1.0.0.0			
Effective from Academic Year		2026-27		Effective for the batch Admitted in			July 2026		
Subject code	ICC501MPB	Subject Name		MANAGEMENT PRINCIPLES AND ORGANIZATIONAL BEHAVIOUR					
Teaching scheme					Examination scheme (Marks)				
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	3	0	0		3	Theory	50	50	100
Hours	3	0	0		3	Practical			
Objective:									
To familiarise the students with the fundamental concepts of Management and highlight approaches in organisation behaviour, which helps to enhance employability									
Course Outcome:									
CO 1: The students get in depth knowledge of management concepts and principles like planning, organizing, coordination, and decision making.									
CO 2: The Students learn about the individual and group behaviour in an organisation.									
CO-3: the decision making ability of the students can escalate through various role play and case study base teaching pattern.									
Theory syllabus									
Unit	Content								Hrs
1	Concepts of Management & Manager, Managerial Functions, Skill, Task and Role of Manager, Levels of Management, Scientific Management Theory, Organisational Theory, Behavioural Theory, Integration Theory, Contemporary Issues in Management, Mc Kinsey's 7-S approach								8
2	Planning : Nature, Purpose, Types and Process for Planning , concepts and types of Objectives, Concept of MBO, MBE, MBWA, Policies, Procedures and Strategies Decision Making: Approaches, Decision Making under Certainty, Uncertainty and Risk, Group Decision Making, Guidelines. Organising: Introduction, Importance of Organizing, concepts of division of work, concepts and types of Departmentalization, Concepts and Types Span of control, Decentralisation, Sources and Types of Power, Delegation of Authority Line and staff authority. Coordination: Definition - Characteristics - Objectives - Principles Techniques. Staffing: Concept, Importance in the Organization, Introduction to HR Management								10

Note: Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Forth Digit= Content Revision)

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CE= Continuous Evaluation, SEE= Semester End Examination

3	Motivation - Elements - Importance - Methods Morale; Definition and Importance of Motivation, Early Theories in Motivation, Contemporary Theories in Motivation, Motivational Tools in Organization Leading and Leadership: Introduction, Theories, Characteristics of Leading, Importance of Leading, Functions of Leading, Role of Leadership in Contemporary Business, Theories of Leadership, Contingency Theories of Leadership. Direction: Supervision, Span of Supervision, Factors: Graicuna’s theory of span of management Controlling: Introduction, Importance and Process, Critical Control Points Control as a feedback system, Prerequisites of Effective Control, Control Techniques, IT Enabled ‘Controls’ and its Challenges; Maintenance Vs Crisis Management, Overall Control Process.	10
4	Individual Behaviour: Personality: Personality- Definition and Determinants, Personality Traits, Personality Attributes affecting OB, Perception: Definition, Importance and Factors Influencing Perception, Perception and Making Judgment about Others; Values, Attitudes and Emotions: Introduction, Values, Attitudes, Definition and Concept of Emotions, Emotional Intelligence, Indian Perspective on Emotional Intelligence, Learning and its Applications in Organizations.	7
5	Group Behaviour: Group: Foundations –Group Process, Group Tasks, Types, Stages of Group Formation and Group Process, Work Group Behaviour, Factors that Affect Group Behaviour, Implications of Group Process for Organizations, Group Development Team: Introduction, Definition and Overview of a Team, Seventeen Characteristics of an Effective Team, Designing a Team Team Wheel, Key Issues in Team Building, The Seven Step of Intact Team Building, Cross Functional Teams Politics: Introduction, Causes and Consequences Conflict Management – Concept, Process, Case incidents Negotiation: Strategies and Process Organizational Culture: Concept, Creating and Sustaining Culture Stress Management: Concept, Sources and Consequences Change Management : Fundamentals of Change and Approaches	10

Practical content

Reference Books

- 1 Aswathappa K., ‘Organisational Behaviour’, Himalaya Publishing House, New Delhi, 2005.
- 2 Fred Luthans-‘Organisational Behavior’, McGraw Hill Publishing Company, New York, 2005.
- 3 Gene Burton & Manab Thakur, ‘Management Today-Principles & Practice’, Tata McGraw Hill Public Company Ltd., New Delhi, 2005.
- 4 Heinz Weihrich and Harold Koontz, Management – A Global Perspective, Tata McGraw- Hill Publishing Company Limited, 2000.
- 5 James A.F. Stoner, R. Edward Freedom And Daniel R. Gilbert - ‘Management’, Prentice Hall Inc., New Jersey, 2002.
- 6 Ramasamy.T. - Principles Of Management, Himalaya Publishing House, New Delhi, 2000.
- 7 Reddy, Tripathi & Appannaih - Essentials Of Management, Himalaya Publishing, 2000.
- 8 Robins, S.P., ‘Management’, Englewood Cliffs, Prentice Hall Inc., New Jersey, 2004.
- 9 Sharma.R.A - Organisational Theory & Behaviour, Tata McGraw-Hill, New Delhi, 2004.
- 10 Srinivasan & Chunawalla - Management Principles and Practice, Himalaya Publishing House, 2004.
- 11 Uma Sekaran - Organisational Behaviour Text & Cases, Tata McGraw Hill Public Company Ltd., New Delhi, 2005.
- 12 V.S.P.Rao ,V.Hari Krishna “Management- Text and Cases”, Excel Books, New Delhi 2009.

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