

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme	Master of Business Administration				Branch/Spec.	---			
Semester	I				Version	1.0.0.0			
Effective from Academic Year	2026-27				Effective for the Batch admitted in	July 2026			
Course Code	ICC501MPO		Course Name		Management Process and Organisational Behaviour				
Teaching Scheme					Examination Scheme (Marks)				
(Per week)	Lecture (DT)		Practical (Lab.)		Total		CCE	SEE	Total
	L	TU	P	TW					
Credit	3	0	0	0	3	Theory	50	50	100
Hours	3	0	0	0	3	Practical	-	-	-
Pre-requisites									
Course Outcomes									
On successful completion of the course, the students will be able to:									
CO1	Explain fundamental management theories, principles and functions relevant to contemporary business.								
CO2	Apply managerial tools and techniques to improve planning, organizing, directing and controlling.								
CO3	Analyse individual and group behaviour in organizational settings for enhanced productivity.								
CO4	Evaluate leadership, team dynamics, conflict and change management processes for organizational effectiveness.								
Syllabus									
Unit	Content								Hrs.
1	Meaning, nature, scope and importance of management, Management as a profession, Evolution of management thought: Classical, Behavioural, Quantitative, Systems & Contingency approaches, Managerial roles and skill, Planning: Nature, process, types of plans, barriers to planning, Management by Objectives (MBO) and Decisionmaking process and tools (SWOT, Forecasting).								10
2	Organizing: Concept, process, principles, Departmentation, delegation, authority, power, centralization vs decentralization, Staffing: manpower planning, recruitment, selection, training & development, Directing: Motivation, leadership styles & theories (Trait, Behavioural, Contingency), Communication – process, types, barriers and effective communication and Controlling: Steps, types, control tools & techniques (budgets, KPI dashboards).								10
3	Organizational Behaviour: Concept, significance and multidisciplinary nature, Individual differences: Personality, perception, attitudes, learning, Motivation: Content (Maslow, Herzberg), Process (Vroom, Equity), contemporary theories, Emotional Intelligence & its managerial relevance, Organizational Culture & Climate and Organizational Effectiveness and OB applications.								15
4	Group dynamics: Types, stages of group development, group decision-making, Teamwork: Types, team performance factors, Power, politics and influence tactics, Conflict: Sources, types, functional vs dysfunctional conflict, resolution techniques, Organizational change: need, resistance, planned change & OD interventions and Stress management and healthy work environments.								10
Practical Content									

Evolution of Management: Teaching management through Indian Mythology (Videos of Devdutt Pattanaik, Self-learning mode)	
Text Books	
1	Management, Stephen P. Robbins, Mary Coulter, Agna Fernandez, Pearson Education, 2018
2	Organizational Behaviour: Human Behaviour at Work, – John W. Newstrom, Tata McGraw Hill,2017
Reference Books	
1	Organizational Behaviour –Text and cases by Aswathappa, 12th revised edition, Himalaya publication
2	Essentials of Management, Harold Koontz, Heinz Wehrich ,Mark V Cannice,2020
3	Richard .M Hodgets (1993), Management, Academic Press, New Jersey.
4	Management and Organizational Behaviour, Subbarao P, Himalaya Publishing House,2017
5	Organizational Behaviour, Sarma, Jaico Publications,2009
6	Management and Organizational Behaviour, Paul Hersey and Ken Blanchard, PHI,2009
7	Peter F. Drucker (1983), Innovation and Entrepreneurship, Heinman, New York.
8	Organizational Behavior, Kavita Singh, Pearson 2010.
ICT/MOOCs Reference	
1	Organisational Behaviour: Individual Dynamics in organisation
2	Principles of Management (Coursera)   MOOC List
3	Advance Course in Organizational Behavior - Course

Mapping of CO with Programme Outcomes (PO) and Programme Specific Outcomes (PSO)										
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PSO1	PSO2	PSO3
CO1	3	2	0	1	0	0	0	1	0	1
CO2	3	3	1	1	2	0	2	1	2	3
CO3	2	3	2	0	3	1	0	2	0	3
CO4	2	3	3	1	3	3	1	2	0	3

3= High/substantial correlation; 2 = Medium/moderate correlation; 1= Low/slight correlation; 0= No correlation