

GANPAT UNIVERSITY										
FACULTY OF MANAGEMENT STUDIES										
Programme		Master of Business Administration				Branch/Spec.		Marketing/Finance/HR/International Business/Entrepreneurship/SCM		
Semester		I				Version		1.0.0.2		
Effective from Academic Year			2022-23			Effective for the batch Admitted in			June 2022	
Subject code		3IA05OBE		Subject Name		ORGANIZATIONAL BEHAVIOUR				
Teaching scheme					Examination scheme (Marks)					
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total	
	L	TU	P	TW						
Credit	4	0	0	0	4	Theory	60	40	100	
Hours	4	0	0	0	4	Practical	-	-	-	
Pre-requisites:										
Course Objective										
This course provides a framework to the students to understand the human behavior dynamics in work organizations through the study of the individual, the group and the organizational system.										
Course Outcome (CO):										
3IA05OBE.CO1: Understand the behavioural concepts to analyse the impact of attitudes, values, and job satisfaction on individual performance in organisations.										
3IA05OBE.CO2: Apply concepts of emotions, personality, perception, and decision making to analyse individual behaviour and its impact on organisational effectiveness.										
3IA05OBE.CO3: Analyze group dynamics, power relations, and conflict management to design effective team and negotiation strategies.										
3IA05OBE.CO4: Evaluate organizational structures, culture, and change management practices to propose effective strategies for handling resistance to change and managing stress in management contexts.										
Unit	Content								Hrs	
1	Introduction and Concepts related to Individuals in Organizational Behaviour (OB): Concept, nature, characteristics, conceptual foundations, determinants and importance. Attitude and job satisfaction: Component, Attitude and Behaviour, Job Attitudes, Job Satisfaction, Causes, Outcomes, Job Dissatisfaction.								15	
2	Concepts related to Individuals in Organizational Behaviour (OB);, Emotions and Mood, Sources, Affective Events Theory, EI, Applications. Personality: Frameworks, Values, Cultural Values. Perception: Factors influencing, Attribution Theory, Individual Decision Making, Biases and errors in decision making.								15	
3	Concepts related to Group in Organizational Behaviour (OB): Foundations of Group Behaviour, Social Identity, Group Properties, Group Decision Making, Types of Teams, Effective teams, Power and Politics, bases of power, tactics, Political Behaviour, Conflict and Negotiation, Types, Process, Bargaining Strategy, Negotiation process.								15	
4	The Organization System: Foundations of Organization Structure: Common Organization Design organizational change and Stress Management: Resistance to change, managing change, Sources of stress, Managing Stress. Organizational culture: purpose and how employee learn culture								15	
Practical content										

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<b>Text Books</b>			
1	Organizational Behaviour by Stephen P. Robbins and Timothy A. Judge 18 <sup>th</sup> Edition Pearson Education, New Delhi 2019.		
<b>Reference Books</b>			
1	Understanding Organizational Behavior, by Udai Pareek, Oxford University Press.		
2	Organizational Behavior by Mcshane and Radha Sharma, McGraw-Hill.		
3	Organizational Behavior by Stephan Robbins, Pearson Education.		
4	Human Behaviour at Works: Organizational Behaviourby Davis, Keith, Tata McGraw Hill.		
5	Organizational Behaviour by Gregory Moorhead & Ricky W. Griffin, Jaico Publication.		
6	Organizational Behaviour by K. Aswathappa, Himalaya Publishing House Pvt. Ltd.		
7	Organizational Behaviour by Niraj Kumar, Himalaya Publishing House Pvt. Ltd.		
8	Behavioural Process in Organizations byPareek, Udai, Oxford and IBH, New Delhi.		
9	Organizational Behaviourby Robbins, S.P, Pearson Education, New Delhi.		
10	Organizational Behaviour byLuthans, Fred, McGraw Hill, New Delhi.		
11	Behaviour in Organizations by Greenberg Pearson Publication		

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)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

### Mapping of CO with PO and PSO:

<b>Semester 1: Course Name: 3IA05OBE ORGANISATIONAL BEHAVIOUR</b>							
<b>Course outcomes</b>	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>	<b>PO5</b>	<b>PO6</b>	<b>PO7</b>
<b>3IA05OBE.CO1</b>	3	2	3	3	2	2	1
<b>3IA05OBE.CO2</b>	3	3	3	2	3	2	3
<b>3IA05OBE.CO3</b>	3	3	3	3	3	3	3
<b>3IA05OBE.CO4</b>	3	3	3	3	3	2	2

<b>Semester 1: Course Name: 3IA05OBE ORGANISATIONAL BEHAVIOUR</b>			
<b>Course outcomes</b>	<b>PSO1</b>	<b>PSO2</b>	<b>PSO3</b>
<b>3IA05OBE.CO1</b>	1	1	2
<b>3IA05OBE.CO2</b>	2	1	3
<b>3IA05OBE.CO3</b>	3	1	3
<b>3IA05OBE.CO4</b>	2	1	3