

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme		Bachelor of Business Administration				Branch/Spec.		GENRAL	
Semester		II				Version		1.0.0.0	
Effective from Academic Year			2019-20			Effective for the batch Admitted in			July 2019
Subject code		2A02OBE		Subject Name		Organizational Behavior			
Teaching scheme						Examination scheme (Marks)			
(Per week)	Lecture (DT)		Practical (Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	04	00	00	00	04	Theory	40	60	100
Hours	04	00	00	00	04	Practical	00	00	00
Pre-requisites:									
None									
Objectives:									
<ul style="list-style-type: none"> Human Resources Specialists need a fundamental understanding of the interactions that occur among people in the workplace. This Social Science course provides the student with the tools to understand and evaluate individual, group and organizational processes. The student will also gain an appreciation of the relevance of the study of organizational behaviour to the practice of human resource management. 									
Learning Outcome:									
On successful completion of the course, the students will be able to:									
<ul style="list-style-type: none"> Analyze individual and group behaviour, and understand the implications of organizational behaviour on the process of management. Identify different motivational theories and evaluate motivational strategies used in a variety of organizational settings. Evaluate the appropriateness of various leadership styles and conflict management strategies used in organizations. 									
Theory syllabus									
Unit	Content								Hrs
1	Basic forms of Business Ownership: Sole proprietorship, Partnerships, Corporations/Company, Cooperatives: Advantages and Disadvantages; An Introduction to Special forms of ownership: Franchising, Licensing, Leasing; Choosing a form of Business ownership; Corporate Expansion: A brief introduction to mergers and acquisitions, diversification, forward and backward integration, joint ventures, Strategic alliance. Evolution of Management Theory: Classical, Behavioral, Systems and Contingency approaches to Management. Managerial functions and Roles (Henry Mintzberg)								15
2	Overview of Planning: Making plans effective, MBO as a tool for planning; Decision making: Process, Types and Techniques. Control: Function, Process and types of Control; Principles of organizing: Common organisational structures, Functional product, Division, Customer, Geographic / Regional, Matrix, Hybrid, Networking organisational structures; Delegation & Decentralization: Factors affecting the extent of decentralization, Process and Principles of delegation								15
3	Conceptual Foundations and Importance of organizational Behaviour: Perception and Attribution: Concept, Nature, Process, Personality: Concept, Types and Theories of Personality: Learning: Concept and Theories of Learning, reinforcement, , Emotional Intelligence. Motivation: Concepts and their application, Need (Maslow and Herzberg), Content & Process theories, Expectancy theory, Equity theory, goal Setting theory. Leadership: Leaders and Leadership Process: Traits, Behavior, and Situational theories, Blake & Mouton's: Managerial grid, Hersey & Blanchard's situational Leadership Model, Likert's 4 system model, Fiedler's Leadership contingency theory, House's Path-goal theory, Contemporary Leadership issues: Charismatic, Transformational Leadership								15
4	Groups and Teams: Definition, Difference between Groups and teams; Stages of Group Development, Group Cohesiveness, Types of teams. Analysis of Interpersonal Relationship: Transactional Analysis, Johari Window Organisational Power and Politics: Concept, Sources of Power, Tactics to gain power in Organizations. Nature of organisational politics. Conflict: Concept, Sources, Types, Stages of conflict, Management of conflict, Organisational Change: Concept, Resistance to change, Managing resistance to change, Implementing Change, Kurt Lewin Theory of Change								15
Text Books									
	Organizational Behaviour - Stephen P., Robbins; P H I Pvt. Ltd.", New Delhi, 2003								
Reference Books:									