

23BS22E2 ORGANISATIONAL BEHAVIOUR

Course Category	Basic Sciences	Credits	2
Course Type	Theory	Lecture – Tutorial –Practical	2-0-0
Prerequisite	-	Sessional Evaluation	30
		Semester End Exam. Evaluation	70
		Total Marks	100

Course Objectives	<ol style="list-style-type: none"> 1. To enable student’s comprehension of organizational behavior. 2. To offer knowledge to students on self-motivation, leadership and management. 3. To facilitate them to become powerful leaders. 4. To impart knowledge about group dynamics. 5. To make them understand the importance of change and development. 		
Course Outcomes	COs	Statements	Blooms Level
	CO1	Define the Organizational Behaviour, its nature and scope.	L2
	CO2	Understand the nature and concept of Organizational behaviour	L2
	CO3	Apply theories of motivation to analyze the performance problems	L3
	CO4	Analyse the different theories of leadership	L4
	CO5	Evaluate group dynamics	L5
Course Content	<p style="text-align: center;">UNIT I</p> <p>Introduction to Organizational Behavior: Meaning, definition, nature, scope and functions - Organizing Process – Making organizing effective - Understanding Individual Behaviour –Attitude -Perception - Learning – Personality.</p> <p style="text-align: center;">UNIT II</p> <p>Motivation and Leading: Theories of Motivation- Maslow’s Hierarchy of Needs - Herzberg’s Two Factor Theory - Vroom’s theory of expectancy – Mc Clelland’s theory of needs–Mc Gregor’s theory X and theory Y– Adam’s equity theory.</p>		

	<p style="text-align: center;">UNIT III</p> <p>Organizational Culture: Introduction – Meaning, scope, definition, Nature - Organizational Climate - Leadership - Traits Theory–Managerial Grid - Transactional Vs Transformational Leadership - Qualities of good Leader - Conflict Management -Evaluating Leader.</p> <p style="text-align: center;">UNIT IV</p> <p>Group Dynamics: Introduction – Meaning, scope, definition, Nature- Types of groups - Determinants of group behaviour - Group process – Group Development - Group norms - Group cohesiveness - Small Groups - Group decision making - Team building - Conflict in the organization– Conflict resolution</p> <p style="text-align: center;">UNIT V</p> <p>Organizational Change and Development: Introduction –Nature, Meaning, scope, definition and functions- Organizational Culture - Changing the Culture – Change Management – Work Stress Management - Organizational management – Managerial implications of organization’s change and development</p>
<p>Textbooks and Reference books</p>	<p>TEXTBOOKS:</p> <ol style="list-style-type: none"> 1. Luthans, Fred, OrganisationalBehaviour, McGraw-Hill, 12 Th edition. 2. P Subba Ran, OrganisationalBehaviour, Himalya Publishing House. <p>REFERENCE BOOKS:</p> <ol style="list-style-type: none"> 1. McShane, Organizational Behaviour, TMH 2. Nelson, OrganisationalBehaviour, Thomson. 3. Robbins, P. Stephen, Timothy A. Judge, OrganisationalBehaviour, Pearson. 4. Aswathappa, OrganisationalBehaviour, Himalaya. <p>Online Learning Resources:</p> <p>https://www.slideshare.net/Knight1040/organizational-culture-9608857s://www.slideshare.net/AbhayRajpoot3/motivation-165556714</p> <p>https://www.slideshare.net/harshrastogi1/group-dynamics-159412405</p> <p>https://www.slideshare.net/vanyasingla1/organizational-change-development-26565951</p>