**23BS22T6 - ORGANISATIONAL BEHAVIOUR**

**(Common to EEE,ECE,CE,CSE & AI&DS)**

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| **Course Category:** | Humanities | **Credits:** | 2 |
| **Course Type:** | Theory | **Lecture-Tutorial-Practical:** | 2-0-0 |
| **Pre-requisite:** | NIL | **Sessional Evaluation:****External Exam Evaluation:****Total Marks:** | 3070100 |

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| **Course Objectives**  | Students undergoing this course are expected * To have knowledge of organizational behavior
* To gain knowledge on self-motivation, leadership and management
* To become powerful leaders
* To learn about group dynamics
* To understand the importance of change and development
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| **Course Outcomes** | Upon successful completion of the course , the students will be able to  | **Blooms Level** |
| CO1 |  e Define the Organizational behaviour, its nature and scope.  | **L1  L1** |
| CO2 | A Apply theories of motivation to analyse the performance problems  | **L L2** |
| CO3 |  E Evaluate group dynamics  | **L L3** |
| CO4 |  A Analyse the different theories of leadership . |  **L4** |
| CO5 | D Develop as powerful leader | **L L5** |
| **Course Content** | **UNIT - I**In **Introduction to Organizational Behavior**Meaning, definition, nature, scope and functions - Organizing Process – Making organizing effective -Understanding Individual behaviour –Attitude -Perception - Learning – Personality**UNIT – II****Motivation and Leading**Theories of Motivation- Maslow’s Hierarchy of Needs - Hertzberg’s Two Factor Theory - Vroom’s theory of expectancy – Mc Cleland’s theory of needs–Mc Gregor’s theory X and theory Y– Adam’s equity theory.**UNIT-III**Or **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**UNIT-IV**G **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**UNIT-V****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. |
| **Text Books & Reference Books** | Te **T Textbooks:**1. 1 Luthans, Fred, Organisational Behaviour, McGraw-Hill, 12 Th edition.2. 2 P Subba Ran, Organisational Behaviour, Himalya Publishing House.R  **Reference Books:**1. McShane, Organizational Behaviour, TMH
2. Nelson, Organisational Behaviour, Thomson.
3. Robbins, P. Stephen, Timothy A. Judge, Organisational Behaviour, Pearson.
4. Aswathappa, Organisational Behaviour, Himalaya.
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| **e-Resources** | 1.https:/[/www](http://www.slideshare.net/vanyasingla1/organizational-change-development-26565951).[slideshare.net/vanyasingla1/organizational-change-development-26565951](http://www.slideshare.net/vanyasingla1/organizational-change-development-26565951)2.https://www.slideshare.net/Knight1040/organizational-culture-96088573.httpss:/[/www](http://www.slideshare.net/AbhayRajpoot3/motivation-165556714).[slideshare.net/AbhayRajpoot3/motivation-165556714](http://www.slideshare.net/AbhayRajpoot3/motivation-165556714) 4.https:/[/www](http://www.slideshare.net/harshrastogi1/group-dynamics-159412405).[slideshare.net/harshrastogi1/group-dynamics-159412405](http://www.slideshare.net/harshrastogi1/group-dynamics-159412405) |