**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:** | 30  70  100 |

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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 | | |
| **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. | | |
| **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-9608857  3.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) | | |