

Programme : Bachelor of Management Studies				Semester : III			
Course : Workplace Psychology & Organisational Behavior				Code :			
Teaching Scheme				Evaluation Scheme			
Lecture	Practical	Tutorial	Credits	Theory		Practical	
				Internal	External	Internal	External
60	Nil	Nil	04	40 Mark	60 Marks	Nil	Nil
Internal Component							
Class Test 10 Marks each (Best 2 of 3)			Presentations			Class Participation	
20 Marks			20 Marks			Nil	
Learning Objectives							
<p><b>CLOs -</b></p> <p><b>CLO 1. Understand the key concepts in organizational behaviour</b></p> <p><b>CLO 2. Analyse the impact of key concepts in organizational behaviour</b></p> <p><b>CLO 3. Apply the key concepts in organizational behaviour in real world scenarios</b></p> <p><b>CLO 4. Create solutions to solve workplace issues and improve workplace environment</b></p>							
Learning Outcomes							
<p><b>1. Learners will be able to know and understand the key concepts in organizational behaviour</b></p> <p><b>2. Learners will be able to analyse the impact of key concepts in organizational behaviour</b></p> <p><b>3. Learners will be able to apply the key concepts in organizational behaviour in real world scenarios</b></p> <p><b>4. Learners will be able to solve workplace issues and improve workplace environment</b></p>							
Pedagogy							
Lectures, Class Discussions, Debate, Case Studies, Video Presentations, Role Play, Simulation, Brainstorming, Panel discussions, Class Activities, Questionnaire based activities							

Detailed Syllabus Plan				
Module	Module Content	Module wise Pedagogy/Activity Used	Duration of Module	Reference Book
I	<p><b>A Basic OB Model</b></p> <p><b>Individual Level:</b></p> <p><b>Self-Awareness:</b></p> <ul style="list-style-type: none"> <li>Individual differences, factors affecting individual differences, Influence of environment</li> <li>Transactional Analysis</li> <li><b>Personality:</b> Determinants of personality, Freud</li> </ul>	<ul style="list-style-type: none"> <li>Group Discussions</li> <li>Debate</li> <li>Video Presentations</li> <li>Lecture</li> <li>Questionnaires</li> </ul>	15	<ul style="list-style-type: none"> <li><i>Organisational behaviour, S.Robbins, Prentice Hall, 18<sup>th</sup> Edition, 2022</i></li> <li><i>Psychology, Indian Subcontinent Edition, Robert Baron, Girishwar Misra, 2020</i></li> </ul>

	<p>Psycho-analytic Theory, Big five model, Personality traits important for organizational behavior like authoritarianism, locus of control, Machiavellianism, introversion-extroversion achievement orientation , self – esteem, risk taking, self-monitoring and type A and B personalities, Concept of understanding self through Johari Window</p> <ul style="list-style-type: none"> <li>• <b>Learning and perceptions:</b> Learning, Theories of learning (classical conditioning, operant conditioning and social learning approaches), Intelligence, type (IQ, EQ, SQ, at work place), Gardner’s Multiple Intelligence Theory, Perception and factors influencing individual perception, Bias in decision making at workplace</li> </ul>			
II	<p><b>Introduction to Group Behavior:</b></p> <ul style="list-style-type: none"> <li>▪ <b>Group Dynamics:</b> Nature, types, group behaviour model (roles, norms, status, process, structures), Group processes (effects of groups on individuals)</li> </ul>	<ul style="list-style-type: none"> <li>• Simulation</li> <li>• News &amp; Article reading</li> <li>• Role Play</li> <li>• Lecture method</li> <li>• Group activities</li> <li>• Lecture method</li> </ul>	15	<ul style="list-style-type: none"> <li>• <i>Organisational behaviour, S.Robbins, Prentice Hall 18<sup>th</sup> Edition, 2022</i></li> <li>• <i>Psychology, Indian Subcontinent Edition, Robert Baron,</i></li> </ul>

	<ul style="list-style-type: none"> <li>▪ <b>Team effectiveness:</b> types of teams, stages of team building, ways of forming an effective team.</li> <li>▪ Setting goals.</li> <li>• <b>Organizational processes and systems:</b> <ul style="list-style-type: none"> <li>▪ <b>Power and politics:</b> bases of power, politics nature, causes of organizational politics, political games, sexual harassment at workplace</li> <li>▪ <b>Organizational conflicts and resolution:</b> Conflict features, types, causes leading to organizational conflicts, the conflict process, ways to resolve conflicts/negotiations</li> </ul> </li> </ul>			<p><i>Girishwar Misra, 2020</i></p> <ul style="list-style-type: none"> <li>• <i>Games People Play- Eric Berne</i></li> </ul>
III	<p><b>Motivation at workplace &amp; dealing with Work Stress:</b></p> <ul style="list-style-type: none"> <li>• <b>Motivation at workplace:</b> Concept of motivation <ul style="list-style-type: none"> <li>▪ A.Maslow Need Heirachy</li> <li>▪ F.Hertzberg Dual Factor</li> <li>▪ Vroom’s Expectancy Theory</li> <li>▪ Equity Theory</li> <li>▪ Organizational Justice</li> </ul> </li> </ul> <p><b>Emotions:</b> Sources of Emotions &amp; Moods,</p>	<ul style="list-style-type: none"> <li>• Application of Theories</li> <li>• Lecture method</li> <li>• Panel discussions</li> <li>• Role Play</li> <li>• Video presentation</li> </ul>	15	<ul style="list-style-type: none"> <li>• <i>Organisational behaviour, S.Robbins, Prentice Hall 18<sup>th</sup> Edition, 2022</i></li> </ul>

	<p>Emotional Intelligence, Emotional Labour, Emotional Regulation, OB Applications of Emotions &amp; Moods</p> <p><b>Dealing with work stress:</b> Stress, types of stress, Sources of Stress, Stress Curve, Causes and consequences of job stress, Ways for coping up with job stress</p>			
IV	<p><b>Attitudes, Culture, Values &amp; Change:</b></p> <p><b>Attitude:</b> Attitude &amp; Behaviour, ABC Theory, Factors forming attitude, Functions of attitude, Ways of changing attitude, Cognitive Dissonance</p> <p><b>Organisational Culture:</b> Strong culture Vs Weak culture, How do employees learn Organizational Culture? Creating positive organizational culture &amp; keeping culture alive, Organizational culture as a liability, Case studies to be discussed.</p> <p><b>Cultural Values:</b> Hofstede's Framework</p> <p><b>Organisational change:</b> Concepts of organisational change, Factors leading/influencing organisational change, Kurt Lewins model of organisational change &amp; Change management,</p>	<ul style="list-style-type: none"> <li>• Lecture method</li> <li>• Group Discussions</li> <li>• Role Play</li> <li>• Debate</li> <li>• Group activities</li> <li>• Brain storming</li> </ul>	15	<ul style="list-style-type: none"> <li>• Organisational behaviour, S.Robbins, Prentice Hall 18<sup>th</sup> Edition, 2022</li> <li>• Psychology, Indian Subcontinent Edition, Robert Baron, Girishwar Misra, 2020</li> </ul>

	Overcoming resistance to change			
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Prepared by:

Approved by:

Signature  
Head of Department Management

Signature  
(Principal)

**Total Marks allotted: 100 marks**

**a) Details of Continuous Assessment (CA)**

40% of the total marks per course.

Marks allotted for CA is **40 marks**.

Breakup of the 40 Marks is as follows:

<b>Continuous Assessment</b>	<b>Details</b>	<b>Marks</b>
<b>Component 1 (CA-1)</b>	Internal class test (online or offline) MCQs/Explain the concepts/Answer in brief/Case study or application based questions.	<b>20 marks</b>
<b>Component 2 (CA-2)</b>	Presentations/Project Work/ Viva-Voce/ Book Review/ Field visit & its presentations/ Entrepreneurship Fair/ Documentary filming/ Assignments/Group Discussions Etc.	<b>20 marks</b>

**b) Details of Semester End Examination (SEE)**

60% of the total marks per course.

Marks allotted for SEE is **60 Marks**.

Duration of examination will be **Two Hours**.

**QUESTION PAPER FORMAT**

All Questions are compulsory

<b>Q. No.</b>	<b>Particulars</b>	<b>Marks</b>
Q.1.	Answer in Brief (Any 2 out of 3) a) b) c)	12
Q.2.	Answer in Brief (Any 2 out of 3) a) b) c)	12
Q.3.	Answer in Brief (Any 2 out of 3) a) b) c)	12
Q.4.	Answer in Brief (Any 2 out of 3) a) b) c)	12
Q.5.	Read the following Case Study and answer the questions that follow.	12

Signature

(Program Chairperson & Vice Principal)

Signature

(Principal)