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| Program: Bachelor of Science Honours (Information Technology) | | | | | | | Semester: I | | | |
| Course: Organizational Behavior | | | | | | | Code: | | | |
| Teaching Scheme | | | | | Evaluation Scheme | | | | | |
| Lecture | Practical | Tutorial | | Credits | Theory | | | | Practical | |
| Internal | External | | | Internal | External |
| 30 | Nil | Nil | | 2 | 20 | 30 | | | Nil | Nil |
|  | | | | | | | | | | |
| Internal Component | | | | | | | | | | |
| Class Test Duration Mins | | | Assignment& projects | | | | | Class Participation | | |
| 10 Marks 20 mins | | | 10 Marks | | | | | Nil | | |
|  | | | | | | | | | | |
| **Learning Objectives :**   * To build self-awareness among the learner * To enable the learner to identify and acknowledge individual and group differences * To introduce the learner to group behaviour, group processes, team work & team conflicts * To acquaint the learner with motivation theories at workplace, familiarize him with modern age workplace stress & impart skills to handle stress | | | | | | | | | | |
| * **Learning Outcomes :**   After completion of the course, learners would be able to:   * + The learner studies the self-awareness theories, gets well versed with aspects of Personality, Perception,   + Attitude, Thinking & Learning   + The learner understands group dynamics, their effects on the individual, Powers & Politics at workplace. He acquires skills to resolve conflicts, survive & excel at work.   + The learner discusses & deliberates the motivation theories & concludes their application at workplace.   + The learner examines the causes & consequences of workplace stress & learns ways to cope with it.   + The learner comprehends ways to manage change in organization, reasons ways to creative problem solving | | | | | | | | | | |
| Pedagogy   * PPTs, Case studies, Group discussions, Classroom Activity, Videos, Research papers, News articles etc. | | | | | | | | | | |

**Modules at a glance:**

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| --- | --- | --- |
| **Module** | **Description** | **No of**  **Hours** |
| **1** | **Introduction to Organisational Behaviour** | **8** |
| **2** | **Individual Dimensions of Organisational Behaviour** | **8** |
| **3** | **Motivation at workplace & dealing with Work Stress** | **8** |
| **4** | **Introduction to Group Behaviour** | **6** |
|  | **Total** | **30** |

**Detailed Syllabus:**

# Modu le

**Content Pedagogy used**

# Duration Reference Books

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **I** | **Introduction to Organisational Behaviour :**  Concept of Organisational Behaviour, definition, Models of Organisational Behaviour, Disciplines that contribute to the Organisational Behaviour field, Challenges and Opportunities for Organisational Behaviour. | PPT  Theory Notes Assignments Case Study | 8 | * Prasad L M, Organizational Behaviour, Sultan Chand * Koontz, Harold, Cyril O'Donnell, and Heinz Weihrich: Essentials of management, Tata McGraw-Hill, New Delhi. * Organisational behaviour, S.Robbins, Prentice Hall |

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|  |  |  |  | * Prasad L M, Organizational Behaviour, Sultan Chand * Aswathappa, Organizational behaviour   Micheol T. Matheson: Organizational Behaviour and Management, Business Publication Inc., Texas |
| **II** | **Individual Dimensions of Organisational Behaviour :**  Self-Awareness: Individual differences, factors affecting individual differences.  Concept of understanding self through Johari Window.  Theories of learning –  Classical conditioning, Operant conditioning and Social learning approaches,  Intelligence, type (IQ, EQ, SQ, at work place) | Theory Notes PPT  Assignment Case Study | 8 | * Prasad L M, Organizational Behaviour, Sultan Chand * Koontz, Harold, Cyril O'Donnell, and Heinz Weihrich: Essentials of management, Tata McGraw-Hill, New Delhi.   ●Organisatio nal behaviour, S.Robbins, Prentice Hall   * Prasad L M, Organizational Behaviour, Sultan Chand |

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|  |  |  |  | ●  Aswathapp a, Organizational behaviour   * Luthans, Fred: Organizational Behaviour, McGraw-Hill, New York. * P.L. Rao- International Human Resource   ● |
| **III** | **Motivation at workplace & dealing with Work Stress :**  Motivation at workplace:  Concept of motivation,  Mc.Clelland’s Needs theory,  Motivation through carrot (positive reinforcement) and stick (negative reinforcement) at workplace.  Dealing with work stress:  Stress, types of stress, Stress  Curve, Causes, Time Management | Theory Notes PPT  Assignments Case study | 8 | * Prasad L M, Organizational Behaviour, Sultan Chand * Koontz, Harold, Cyril O'Donnell, and Heinz Weihrich: Essentials of management, Tata McGraw-Hill, New Delhi.   ●Organisatio nal behaviour, S.Robbins, Prentice Hall |

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| **IV** | **Introduction to Group Behaviour :** | | Theory Notes |  | * Prasad L M, Organizational Behaviour, Sultan Chand * Koontz,   Harold, Cyril O'Donnell, and Heinz Weihrich: Essentials of management, Tata McGraw- Hill, New Delhi.   * Organisational behaviour, S.Robbins, Prentice Hall * Prasad L M, Organizational Behaviour, Sultan Chand * Aswathappa, Organizational behaviour | |
|  | Differences between groups and  teams;  Types of teams,  Creating effective teams | | PPT |  |
|  |  | | Assignments |  |
|  | Power and politics:  Bases of power  Causes of organizational politics | |  | 6 |
|  | Jealousy/envy at workplace | |  |  |
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Prepared by Approved by

Signature Signature

(Concerned Faculty / HOD) (Principal)