

## **Masters of Business Administration (MBA) – Semester - 1**

### **Course Teaching Plan**

**Course Title:**           **Organization Behavior and Management**  
**Course Code:**       **340030104**  
**Course Credit:**       **4**

#### **1. Course Introduction:**

In a continuously changing environment and culture, it is important to understand the human perspective toward organizational behavior and its effectiveness. Also, It is important to give an overview of the theoretical aspects, and practice application of the managerial process. This course will help students to recognize key approaches, concepts, and issues in managing organizations. The course will investigate how management students can develop a better understanding of human perspective towards individuals and management fundamentals in an organisation setting.

#### **2. Course Objective:**

- To develop the student's ability to observe, understand and analyse the behaviour of individuals and groups within the organizational context.
- To help the students to understand the fundamental concepts & principles of management.
- To understand basic roles, skills, and functions of management, an overview of the historical development, theoretical aspects and practice application of the managerial process

#### **1. Course Learning Outcome:**

CLO1: Understand the concept of organizational behaviour with respect to OB Model

CLO 2: Understanding the individual dynamics of human behaviour with special emphasis on personality & perception

CLO 3: Understanding the role of transactional analysis in knowing oneself.

CLO 4: Understand Power and politics and recommend the solutions for issues of power and politics in an organization setting.

CLO 5: Develop knowledge of management & the importance of organisational structure and hierarchy in achieving organizational goal.

CLO 6: Understand the planning process in the organization and their application in effective decision making

CLO 7: Understanding leadership styles of contemporary business leaders and identifying the influence of leadership styles on employee motivation and satisfaction.

CLO8: Understanding the importance and requirement for effective controlling

## 2. CLO –PO Mapping Matrix

	PO1	PO2	PO3	PO4	PO5
CLO1	1	3	3	1	-
CLO2	2	-	1	3	2
CLO3	2	2	1	3	2
CLO4	3	1	1	2	3
CLO5	3	3	3	2	3
CLO6	3	3	3	2	3
CLO7	3	3	3	3	3
CLO8	3	3	3	2	3

Correlation levels: 3= 'High', 2='Medium', 1='Low' and '-'= No correlation

## 3.Session Plan (40 Hours):

Session No	Syllabus Content
UNIT -1 (Weight – 25%)	

<b>Unit - I - Concepts of OB &amp; Interpersonal Behaviour</b>	
<b>1-5</b>	Definition , Disciplines, Model of OB
<b>6-9</b>	Personality, Big 5, MBTI and Other trait.
<b>10-12</b>	Perception - Attribution theory , Errors in judging others
<b>UNIT –II (Weight – 25%)</b>	
<b>Unit II -Organizational Dynamics</b>	
<b>13-15</b>	Transactional Analysis
<b>16-20</b>	Understanding Groups and Teams
<b>UNIT –III (Weight – 25%)</b>	
<b>Unit III -Introduction to Management</b>	
<b>21-22</b>	Introduction to Management
<b>22-23</b>	Development of Management thought by Management scientist i.e. Fayol& Taylor, Science or Art.
<b>Unit IV (Weight – 25%)</b>	
<b>Unit IV -Functions of Management</b>	
<b>24-25</b>	Planning-Nature & Objectives of Planning, Planning Process, ,Types of Plans
<b>26-27</b>	Organising- Scope & objectives, Line and Staff ,authority , De-Centralization ,and Delegation of Authority
<b>28-32</b>	Directing/Leading-Scope, concept & theories of Leadership, Concept & theories of motivation
<b>33-34</b>	Controlling - Importance & requirement of effective control
<b>Unit V - Capstone Project</b>	
<b>35-40</b>	Organizational dynamics

3. **Assessment Scheme :**

Specific assessment method	% Weightage	Theory	Practical
Unit Test /Viva	50%	√	
Assignments	10%	√	√
Class Attendance	10%	√	√
Presentation	10 %	√	√
Class Participation	10 %	√	√
Capstone Project	10 %	√	√

#### 4. Educational Resources

Educational Resources	Description
<b>i. Text Book</b>	<ol style="list-style-type: none"> <li>1. Organizational Behaviour - Stephan Robbins - 15th Edition or Latest.</li> <li>2. Principles of Management – P C Tripathi, P N Reddy , Latest Edition</li> </ol>
<b>ii. Reference Book</b>	<ol style="list-style-type: none"> <li>1. Organizational Behaviour - Margi Parikh &amp; Rajan Gupta</li> <li>2. Organizational Behaviour – Fred Luthans</li> <li>3. Understanding organizational behaviour – Udai Pareek</li> <li>4. Games people play: The psychology of human relationships - Eric Berne.</li> <li>5. Management, Stoner, Freeman and Gilbert Jr Management, Prentice Hall of India</li> <li>6. Management- A Global and Entrepreneurial Perspective, Weihrich Heinz and Koontez Harold, Mc Graw Hill</li> </ol>
<b>iii. Journals/ Magazine/periodicals</b>	<p><b>Journal of Business Research:</b></p> <ul style="list-style-type: none"> <li>● Soares, A. M., Farhangmehr, M., &amp; Shoham, A. (2007). Hofstede's dimensions of culture in international marketing studies. <i>Journal of business research</i>, 60(3), 277-284.</li> </ul> <p><b>Harvard Business Review</b></p> <ul style="list-style-type: none"> <li>● Earley, P. C., &amp; Mosakowski, E. (2004). Cultural intelligence. <i>Harvard business review</i>, 82(10), 139-146.</li> <li>● Maccoby, M. (2000). Narcissistic leaders. <i>Harvard business review</i>, 78(1), 69-69.</li> </ul>

	<p><b>Human Capital</b></p> <ul style="list-style-type: none"> <li>● B. Ganesh (2021) Work culture: Adversity redefined. Human Capital, 51-52.</li> <li>● H. Kanduja (2021). The H in HR: The Heroism in HR. Human Capital, 58.</li> </ul> <p><b>Business Manager</b></p> <ul style="list-style-type: none"> <li>● N. Baluni (2018) Dedicated towards building strong value systems. Business Manager, 40-41</li> </ul>
<p><b>Video lecture (NPTEL, MOOC, you tube lecture)</b></p>	<ul style="list-style-type: none"> <li>● <a href="https://nptel.ac.in/courses/110/105/110105033/">https://nptel.ac.in/courses/110/105/110105033/</a></li> <li>● <a href="https://www.mooc-list.com/tags/organizational-behavior">https://www.mooc-list.com/tags/organizational-behavior</a></li> <li>● <a href="https://nptel.ac.in/courses/110/105/110105146/">https://nptel.ac.in/courses/110/105/110105146/</a></li> <li>● <a href="https://www.coursera.org/learn/fundamentals-of-management">https://www.coursera.org/learn/fundamentals-of-management</a></li> </ul>
<p><b>Course related important Web links</b></p>	<ul style="list-style-type: none"> <li>● <a href="https://managementhelp.org/organizationalbehavior/">https://managementhelp.org/organizationalbehavior/</a></li> <li>● <a href="https://onlinelibrary.wiley.com/journal/10991379">https://onlinelibrary.wiley.com/journal/10991379</a></li> <li>● <a href="https://www.researchgate.net/publication/228425908_The_influence_of_training_reputation_managerial_support_and_self-efficacy_on_pre-training_motivation_and_perceived_training_transfer">https://www.researchgate.net/publication/228425908_The_influence_of_training_reputation_managerial_support_and_self-efficacy_on_pre-training_motivation_and_perceived_training_transfer</a></li> <li>● <a href="https://doi.org/10.1111/jgs.16787">https://doi.org/10.1111/jgs.16787</a></li> <li>● <a href="https://doi.org/10.1016/j.fbj.2018.01.001">https://doi.org/10.1016/j.fbj.2018.01.001</a></li> <li>● <a href="https://doi.org/10.1108/09564239410051885">https://doi.org/10.1108/09564239410051885</a></li> </ul>
<p><b>Course related blog, if any</b></p>	<ul style="list-style-type: none"> <li>● <a href="https://www.mckinsey.com/business-functions/organization/our-insights/the-organization-blog">https://www.mckinsey.com/business-functions/organization/our-insights/the-organization-blog</a></li> <li>● <a href="https://blog.capterra.com/what-is-organizational-behavior/">https://blog.capterra.com/what-is-organizational-behavior/</a></li> <li>● Business Management Ideas- <a href="https://hbr.org/">https://hbr.org/</a></li> <li>● Great Leadership- <a href="http://www.greatleadershipbydan.com">http://www.greatleadershipbydan.com</a></li> <li>● CEO Time Leadership Blog- <a href="http://www.jimestill.com/">http://www.jimestill.com/</a></li> <li>● Amon Munyaneza's Business Management Blog- <a href="https://amonmunyaneza.com/">https://amonmunyaneza.com/</a></li> <li>● Coaching Tip- <a href="https://www.coachingtip.com/">https://www.coachingtip.com/</a></li> </ul>

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