

Course code	Course Title	L	T	P	C
BMGT103L	Organizational Behavior	3	0	0	3
Pre-requisite	NIL	Syllabus version			
		1.0			
Course Objectives					
<ol style="list-style-type: none"> To familiarize the basic concepts of organizational behavior. To understand, evaluate, and manage individual and group behavior effectively in an organization. To formulate appropriate strategies based on individual and group behaviour. 					
Course Outcomes					
At the end of the course, the students will be able to					
<ol style="list-style-type: none"> Appraise the basic organizational and individual behaviour. Describe the various dimensions of motivations. Measure and monitor different aspects of stress and emotions. Explain the various elements of groups and teams. Analyze the different dimensions of organizational structure, culture, and change. Formulate leadership traits for effective work culture. 					
Module:1	Organisational Behaviour - Essentials	5 hours			
Understanding organizational behaviour, learning style, OB model, demographic and cultural diversity in organizations, ethical behaviour, tools of OB research, and challenges and opportunities for OB.					
Module:2	Attitudes, Personality, and Values	7 hours			
Individual attitudes, attitudes and behaviour, job attitudes, job satisfaction, job dissatisfaction, job satisfaction and job performance, personality frameworks, personality traits in OB, personality and situations, understanding values, values and workplace, and international values.					
Module:3	Motivation	7 hours			
Theories of motivation - need-based and process-based theories, designing a motivating environment, motivating employees through job design, employee involvement, benefits, and rewards to employees, and goal setting.					
Module:4	Managing Stress and Emotions	4 hours			
Meaning of stress, sources of stress, consequences of stress at work, avoiding and managing stress, understanding emotions, sources of emotions, and emotional intelligence.					
Module:5	Group Behaviour, Work Teams, and Communications	8 hours			
Group development, group size and dynamics, difference between groups and teams, types of teams, team design characteristics, management of teams, and barriers to effective teams, communication - functions, directions, and modes of communication, barriers to effective communication, power and politics, and conflict and negotiation.					
Module:6	Organizational Structure, Culture, and Change	6 hours			
Different types of organizational structures - common and alternate designs, organizational designs and employee behaviour, organizational culture - role of culture in organizations, creating and sustaining organizational culture, organizational change - forces, resistance,					

and approaches to organizational change.			
Module:7	Leadership		6 hours
Theories of leadership - traditional and contemporary styles, positive and responsible leadership, attributes of a leader, developing leaders across the organization, leadership grid, and challenges to understanding leadership.			
Module:8	Contemporary Topics:		2 hours
Guest lectures from Industry and, Research and Development Organisations			
			Total Lecture Hours
			45 hours
Text Book(s)			
1.	Stephen P. Robbins and Timothy A. Judge, <i>Organizational Behaviour</i> , 2019, 14 th Edition, Pearson Education, India		
2.	Knud Sinding, Robert Kreitner, and Angelo Kinecki, <i>Organisational Behaviour</i> , 2018, 6 th Edition, McGraw-Hill Education, UK		
Reference Books			
1.	<i>Organizational Behavior</i> , Open Textbook, University of Minnesota Libraries Publishing, 2017, ISBN 13: 9781946135155		
2.	J.Stewart Black et.al., <i>Organizational Behavior</i> , OpenStax Textbook, Rice University, USA, Web Version Last updated: Feb 23, 2021		
3.	Christopher P. Neck, Jeffrey D. Houghton and Emma L. Murray, <i>Organizational Behavior: A Skill-Building Approach</i> , 2019, 2 nd Edition. Sage Publications, USA		
Mode of Evaluation: CAT, Written Assignment, Quiz, and FAT			
Recommended by Board of Studies		27-05-2022	
Approved by Academic Council		No. 66	Date 16-06-2022