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| **BBA 205: Organizational Behavior** |
| **Teaching Scheme** | **Examination Scheme** |
| Lectures: 3 hrs/Week | Class Test -12Marks |
| Tutorials: 1 hr/Week | Teachers Assessment - 6MarksAttendance – 12 Marks |
|  Credits: 4 | End Semester Exam – 70 marks |

# Course Objectives:

# Organizational Bahaviour as a syllabus help to enable students to describe how people behave under different conditions and understand why people behave as they do; to provide the students to analyse specific strategic human resources demands for future action; to enable students to synthesize related information and evaluate options for the most logical and optimal solution such that they would be able to predict and control human behaviour and improve results.

# Course Outcomes:

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| CO1 | It help to understand the role of individual a micro & macro level |
| CO 2 | It helps to understand the functioning of organization & its effects on individual behavior. |
| CO 3 | Organizational Behavior help to apply various psychological variables.  |
| CO4 | It helps to minimize dispute at all level. |
| CO5 | It creates a sense of empathy.  |
| CO6 | Comprehending the nature, functioning and design of organizations as social collectives |

**Course Content -**

**Unit-1**

**Introduction**: Concept, nature, scope and importance of Organizational Behavior. Its interdisciplinary nature. Individual and group behavior. Emerging Challenges in OB

**Unit-2**

**Perception**: Definition and importance of perception, Perceptual process, **Attitude**: Concept of Attitude, Attitude and behavior, attitude formation, factors determining attitude formation, Attitude measurement

**Unit-3**

**Motivation**: Importance of Motivation. Theories of motivation – Maslow’s, Hertzberg’s, McClelland’s Expectancy theory Merits and demerits, **learning**: Principles of learning. Factors in Human learning Theories of Learning

**Unit-4**

**Inter**-**personal behaviour**: Importance of inter-personal relationships in organisations. Transactional analysis and its applications in organizations, Johari Window **Group Dynamics & Group Cohesiveness**: Concept of Groups & team. Types of Groups, Stages of Group Development, Group norms and roles, Leadership: concept of leadership, skills and styles and importance of leadership, Leadership theories, leader vs Boss, Indian leadership style and western leadership style in Business organization.

**Unit-5**

**Conflict and Change**: Meaning and Process of conflict, causes, sources, consequences of conflict, conflict resolution strategies. Types of change, identification of the problem and implementation of change, resistance to change, overcoming resistance to change

**Unit-6**

**Organizational Effectiveness:** Concept of organizational effectiveness, efficiency, effectiveness and productivity, approaches of organizational effectiveness, contributing factors of organizational effectiveness, Organizational development- concept and process

**Text and Reference Books-**

1. Organizational Behavior: Luthans Fred, Tata McGraw Hill, 10th ed.
2. Organizational Behavior: Robbins Stephen P., Pearson Education, 13th ed.
3. Human Behavior at Work: Davis Keith, McGraw Hill Publications, 12th edition.
4. Organizational Behavior: Prasad L M, S Chand Publication 8th ed.
5. Organizational Behavior: Ashwathappa K., Himalaya Publishing House, 8th ed.