

S. No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
4	MBA-104	Organizational Behavior	Core	4	4	0	0	30	70	100

### COURSE OUTCOMES

At the end of the course the student will be able to:	
CO1	Understand the concepts and framework of organizational behavior.
CO2	Comprehend the individual behavior and its management.
CO3	Appreciate the dynamics of group behavior.
CO4	Articulate the concepts of power, politics in the organizational set up.
CO5	Analyze the various elements of Organizational Change, Culture and Development.

### Detailed Syllabus

#### Section A

#### UNIT I

**Conceptual framework for understanding human behavior in organizations:** Concept of organizational behavior, Theoretical frameworks, managing diversity, ethics and ethical behavior in the organization, contributing disciplines to OB, developing an OB model, Factors influencing OB; Historical development of Organizational Behavior; Contemporary Challenges and Opportunities in Organization Behavior.

(10 hours)

#### UNIT II

**Understanding and managing individual behavior:** Individual differences, Learning, Attitude, Personality, Perception, The Johari Window Model, Transactional Analysis: Ego states, Life positions, Transactions, Motivation-Concept, Types, Importance and Theories.

(10 hours)

#### UNIT III

**Group Behavior:** Classification of groups, stages of groups development, group structure and group decision making; Teams- Types of teams; Creating effective teams. Leadership- Approaches and styles, Theories of Leadership, Leadership effectiveness.

(9 hours)

#### Section B

#### UNIT IV

**Organization in Relation to Environment:** Power and Politics, Power Tactics, Power and groups; Conflict- Types of Conflict, Conflict Process and resolution strategies; Negotiation- Negotiation strategies, process and issues.

(9 hours)

#### UNIT V

**Organizational system:** Organizational Change- Forces of change; planned change, Resistance; Approaches to manage organizational change; Organizational culture: nature, creating and maintaining a culture, Elements of Organizational Culture, Hofstede's cultural typology, Organizational Development- Concept, Process.

(10 hours)

#### Textbooks

S. No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1.	Organizational Behaviour	Stephen P Robbins, Timothy A Judge	Pearsons Education	19 <sup>th</sup> (2023)
2.	Organizational Behavior An Evidence-based Approach	Fred Luthans	Mc Graw Hill	12 <sup>th</sup> (2017)

#### Reference Books

S. No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1.	Organizational Behaviour	LM Prasad	Sultan Chand & Sons	5 <sup>th</sup> (2019)