

S. No	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
2	BBAMJ - 402	Organizational Behavior	Major	4	4	0	0	40	60	100

Course Outcomes:

At the end of the course the student will be able to :-

CO1	Describe the theories & models related to organizational behavior.
CO2	Comprehend the role of a personality, values and attitude on the individual behavior.
CO3	Interpret the dynamics of group behavior on decision-making process.
CO4	Articulate the concept and theories of motivation.
CO5	Develop their critical thinking skills by engaging in discussions and debates on leadership, power, and conflict.

Detailed Syllabus**Section A**

Unit I Introduction: Organizational Theories: Classical, Neo-classical and Contemporary. Organizational Behavior-disciplines that contribute to the OB field- Psychology, Social Psychology, Sociology and Anthropology, Organizational Behavior Models. Organizational behavior -concept and Significance, Challenges and Opportunities for OB. Relationship between management and organizational behavior.

(10 Hrs)

Unit II Individual Behavior: Personality- Type A and B, Big Five personality model, Factors influencing personality. Values and Attitudes- Concept and types of values. Component of attitude, job-related attitudes. Job satisfaction, Learning- Concept and Learning theories. Perception and Emotions- Concept, Factors influencing perception, perceptual errors and distortions, Emotional Intelligence.

(10 Hrs)

Unit III Group Behavior and Group Decision making: Group Behavior concept and stages of group development- Five Stage Model, Concept and nature of decision-making process, Individual versus group decision making. Nominal group technique and Delphi technique. Communication and Feedback, Models of Communication. Transactional Analysis, Johari Window.

(10 Hrs)**Section B**

Unit IV Motivation: Meaning and Importance of motivation, Theories- Early Theories of Motivation, Contemporary Theories of Motivation. Integrating Contemporary Theories of Motivation. Behavior modification-Identify Behavior Problem, OB mod in practice.

(09 Hrs)

Unit V Leadership, Power and Conflict, Dynamics of Organizational Behavior: Concept and theories, Styles of leadership, Behavioral approach, Situational approach, Leadership effectiveness. Challenges to the leadership construct. Power and conflict- Bases of power, power tactics; Sources of conflict, Conflict Process, Conflict Resolution Strategies.

(09 Hrs)**Textbooks**

S. No	Name of the Suggested Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1	Organizational Behavior	Stephen P. Robbins, Timothy A. Judge, Neharika Vohra	Pearson	18 th (2018)
2	Management and Organizational Behavior	Laurie J. Mullins	Pearson	10 th (2013)

Reference Books

S. No	Name of the Books	Name of the Author	Publisher Name	Edition (Pub. Yr.)
1	Organizational Behavior	Steven McShane, Glinow Von, Sharma Radha	Tata McGraw Hill Education	4 th (2008)