



Model Institute of Engineering  
& Technology (Autonomous)  
Course Handout

Kot, Bhalwal, Jammu

## COURSE FILE

ORGANIZATIONAL BEHAVIOR (BBAMJ - 402)

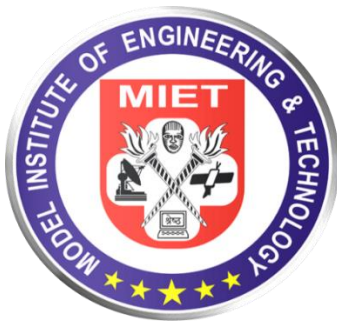
BBA(H) - 4<sup>th</sup> SEMESTER

ACADEMIC YEAR (2023-24)

**Shivani Kanaria**

Assistant Professor

SCHOOL OF MANAGEMENT - UG



School of Management

Model Institute of Engineering & Technology (Autonomous)

Kot Bhalwal, Jammu - 181122

[www.mietjmu.in](http://www.mietjmu.in)



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



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Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
							Sessional	Final Exam	Total
BBAMJ - 402	Organizational Behavior	Major	4	5	0	0	40	60	100

### COURSE OUTCOMES

At the end of the course the student will be able to: -	
CO1	Understand 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 & theories of motivation.
CO5	Apply leadership skills in conflict resolution.

#### 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.)

#### Section B

**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.)

**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 Books	Name of the Author	Publisher Name	Edition (Pub.Yr.)
1	Organizational Behavior	Stephen P. Robbins, Timothy A. Judge, Neharika Vohra	Pearson	18th (2018)
2.	Management and Organizational Behavior	Laurie J. Mullins	Pearson	10 <sup>th</sup> (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 <sup>th</sup> (2008)

**COURSE PLAN**

**Unit-I Introduction to Organizational Behavior**

S.no.	Topics	Recommended Books
1	Organizational Theories: Classical, Neo-classical, and Contemporary	Book 1, Ch. 1
2	Contributing Disciplines to the Field of OB	Book 1, Ch. 1
3	Organizational Behavior Models	<a href="https://www.geeksforgeeks.org/types-of-models-of-organisational-behaviour">https://www.geeksforgeeks.org/types-of-models-of-organisational-behaviour</a>
4	Organizational behavior -concept and Significance	Book 1, Ch. 1
5	Challenges Organizational Behavior	Book 1, Ch. 1
6	Opportunities of Organizational Behavior - Globalization, Managing Workforce Diversity, Employee Work Life Balance, and Improving an Ethical Behavior.	Book 1, Ch. 1

**Unit-II Individual Behavior**

7	Personality- Type A and B	Book 1, Ch.4
8	Big Five personality model	Book 1, Ch.4
9	Factors influencing personality	Book 1, Ch.4
10	Values and - Concept and types of values. Job satisfaction	Book 1, Ch.4
11	Attitude - Components of Attitude, job-related attitudes	Book 1, Ch.3
12	Job Satisfaction	Book 1, Ch.3
13	Learning- Concept and Learning theories	<a href="https://mdu.ac.in/UpFiles/UpPdfFiles/2021/Jul/4_07-01-2021_12-32-15_Organizational%20Behaviour.pdf">https://mdu.ac.in/UpFiles/UpPdfFiles/2021/Jul/4_07-01-2021_12-32-15_Organizational%20Behaviour.pdf</a>
14	Perception and Emotions- Concept, Factors influencing perception, perceptual errors, and distortions	Book 1, Ch.5
15	Emotions- Emotional Intelligence	Book 1, Ch.8

**Unit-III Group Behavior and Group Decision making**

16	Group Behavior-and stages of group development-Five Stage Model	Book 1, Ch.9
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17	Concept and nature of decision-making process, Individual versus group decision making.	Book 1, Ch.9
18	Communication and Feedback, Models of Communication	Book 1, Ch.11
19	Transactional Analysis, Johari Window.	Book 1, Ch.9
<b>Unit-IV Motivation</b>		
20	Meaning and Importance of motivation	Book 1, Ch.6
21	Early Theories of Motivation	Book 1, Ch.6
22	Contemporary Theories of Motivation	Book 1, Ch.6
23	Integrating Contemporary Theories of Motivation	Book 1, Ch.6
24	Behavior modification-Identify Behavior Problem, OB mod in practice	Book 1, Ch.6
<b>Unit-V Leadership, Power, and Conflict</b>		
25	Concept and theories, Styles of leadership	Book 1, Ch.12
26	Behavioral approach	Book 1, Ch.12
27	Situational approach	Book 1, Ch.12
28	Leadership effectiveness	Book 1, Ch.12
29	Challenges to the leadership construct	Book 1, Ch.12
30	Power - Bases of power, power tactics	Book1, Ch. 14
31	Conflict- Sources of conflict	Book1, Ch. 15
32	Conflict Process	Book1, Ch. 15
33	Conflict Resolution Strategies	Book1, Ch. 15

#### ADDITIONAL WEB RESOURCES

1.	<b>MOOC:</b> Organizational behavior: Know your people. <a href="https://www.coursera.org/learn/organisational-behaviour-know-your-people">https://www.coursera.org/learn/organisational-behaviour-know-your-people</a>
2.	<b>NPTEL:</b> Organizational Behavior: Individual Dynamics in Organization <a href="https://onlinecourses.nptel.ac.in/noc24_mg45/announcements?force=true">https://onlinecourses.nptel.ac.in/noc24_mg45/announcements?force=true</a>

#### GADING AND ASSESSMENT

- **Sessional Test:** 20 marks
- **Assignment:** 10 marks
- **Attendance:** 10 marks
- **Final Examination:** 60 marks

#### COURSE POLICIES

- **Attendance:** Minimum 75% attendance is mandatory to appear in the final examination of the course.
- **Academic Integrity:** MIET's academic integrity policies apply. Plagiarism will not be tolerated.
- **Late Submissions:** Assignments and projects must be submitted by the specified timelines.



### FACULTY INFORMATION

- **Office Hours**

Monday (02:35 PM – 3:00 PM)

Friday (02:35 PM – 3:00 PM)

- **Contact Information**

Shivani.bba@mietjammu.in