



Model Institute of Engineering  
& Technology (Autonomous)  
Course Handout

Kot Bhalwal, Jammu

## COURSE HANDOUT

ORGANIZATIONAL BEHAVIOR (MBA-104)

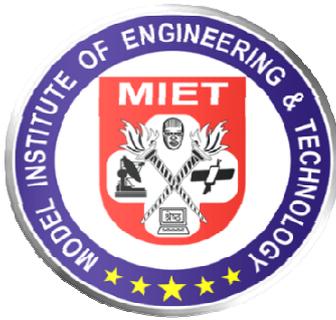
MBA- 1<sup>st</sup> SEMESTER

ACADEMIC YEAR (2024-25)

**Dr Swati Samnotra**

Assistant Professor

School of Management-UG



School of Management-UG

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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**SYLLABUS**

Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
							Sessional	Final Exam	Total
MBA-104	Organizational Behavior	Core	4	4	0	0	30	70	100
Faculty Details	<a href="mailto:swati.mba@mietjammu.in">swati.mba@mietjammu.in</a>								

**COURSE OUTCOMES**

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

**Section-A**

**Unit 1: 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 Hrs)

**Unit 2: 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 Hrs)

**Unit 3: 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.

(09 Hrs)

**Section-B**

**Unit 4: 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.

(09 Hrs)

**Unit 5: 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 Hrs)

**Text Books**

S.No	Name of the Books	Author	Publisher	Edition (Pub.)
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.			Name	yr.)
1	Organizational Behaviour	Stephen P Robbins, Timothy A Judge	Pearsons Education	18th (2018)
2	Organizational Behavior An Evidence-based Approach	Fred Luthans	Mc Graw Hill	11th (2015)

### Reference Books

S.No	Name of the Books	Author	Publisher Name	Edition (Pub. Yr.)
1	Organizational Behaviour	LM Prasad	Sultan Chand & Sons	5th (2018)

### COURSE PLAN

Unit-I Conceptual framework for understanding human behavior in organizations		
S. No	Topics	Recommended Books
1	Concept of organizational behavior	Book 1, Ch.1
2	Theoretical frameworks	Book 2, Ch.1
3	Managing diversity	Book 2, Ch.3
4	Ethics and ethical behavior in the organization	Book 2, Ch.3
5	Contributing disciplines to OB	Book 1, Ch.1
6	Developing an OB model	Book 1, Ch.1
7	Factors influencing OB	Book 2, Ch.1
8	Historical development of Organizational Behavior	Book 2, Ch.1
9	Contemporary Challenges and Opportunities in Organization Behavior	Book 1, Ch.1
Unit-II Understanding and managing individual behavior		
10	Individual differences	Book 3, Ch.2
11	Learning, Attitude, Personality, Perception	Book 3, Ch.2
12	The Johari Window Model	Book 3, Ch.4
13	Transactional Analysis: Ego states, Life positions, Transactions	Book 3, Ch.3
14	Motivation-Concept, Types, Importance and Theories	Book 3, Ch.2
Unit- III Group Behavior		
15	Classification of groups, stages of groups development, group structure and group decision making	Book 1, Ch.8
16	Teams- Types of teams; Creating effective teams	Book 1, Ch.9
17	Leadership- Approaches and style	Book 3, Ch.3
18	Theories of Leadership, Leadership effectiveness	Book 3, Ch.3
Unit-IV Organization in Relation to Environment		
19	Power and Politics, Power Tactics, Power and groups	Book 1, Ch.13
20	Conflict- Types of Conflict, Conflict Process and resolution strategies	Book 1, Ch.14



21	Negotiation- Negotiation strategies, process and issues.	Book 1, Ch.14
<b>Unit-V Organizational system</b>		
22	Organizational Change- Forces of change; planned change	Book 3, Ch.5
23	Resistance; Approaches to manage organizational change	Book 3, Ch.5
24	Organizational culture: nature, creating and maintaining a culture, Elements of Organizational Culture	Book 1, Ch.16
25	Hofstede's cultural typology	Book 1, Ch.16
26	Organizational Development- Concept, Process	Book 3, Ch.5

#### ADDITIONAL WEB RESOURCES

1.	<b>MOOC:</b> Organizational Behaviour <a href="https://www.my-mooc.com/en/mooc/organizational-behaviour/">https://www.my-mooc.com/en/mooc/organizational-behaviour/</a>
2.	<b>NPTEL:</b> Course on Organizational Behaviour, By Prof. M. P. Ganesh , IIT Hyderabad <a href="https://onlinecourses.nptel.ac.in/noc20_mg51/preview">https://onlinecourses.nptel.ac.in/noc20_mg51/preview</a>

#### GRADING AND ASSESSMENT

- **Sessional Test:** 15 marks
- **Assignment:** 10 marks
- **Attendance:** 5 marks
- **Final Examination:** 70 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 (12:05 PM-12.55 PM)  
Friday (12:05 PM-12.55 PM)
- **Contact Information**  
[swati.mba@mietjammu.in](mailto:swati.mba@mietjammu.in)