



Kot Bhalwal, Jammu



Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

Department of MBA

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Organizational Behavior
2.	Course Code	MBA-104
3.	Academic Year	2024-2025
4.	Semester	1 st
5.	Number of Lesson plans	48
6.	Faculty Assigned	Dr. Swati Samnotra

Faculty Signature



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1

श्रेष्ठ

श्रम

नवीनता

Please Do Not Print Unless Necessary



Lesson Plan No. 1	Course Name: Organizational Behavior Topic: Introduction of organizational behavior	Course No.: MBA-104
--------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational behavior and its importance. b. Identify the key components of organizational behavior. c. Understand the relationship between organizational behavior and individual, group, and organizational performance.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none">- Ask questions.- What is the difference between individual behavior and organizational behavior?- Why is it important to study organizational behavior? <p>Share a brief story or anecdote about a company that experienced significant success or failure due to organizational behavior issues.</p> <p>2. Development (35 minutes)</p> <ul style="list-style-type: none">a. Define organizational behaviorb. Identify key components:<ul style="list-style-type: none">- Explore the major components of organizational behavior, such as individual behavior, group dynamics, organizational structure, and organizational culture.c. Explain the relationship between organizational behavior and performance:d. Discuss how organizational behavior can positively or negatively impact individual, group, and organizational performance.
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <p>2. Suggested Reading</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018).- Book- Organizational Behavior- An Evidence-based Approach, Fred Luthans, Mc Graw Hill, Edition 11th (2015) <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation	<p>1. Reflective questions to assess student understanding of the key concepts</p> <ul style="list-style-type: none">- What did you learn about organizational behavior today?- Why is organizational behavior important in the workplace?- Who is responsible for creating a positive organizational culture? <p>Allow students to answer and discuss.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
-------------------	--



Lesson Plan No. 2	Course Name: Organizational Behavior Topic: Concept of organizational behavior	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> a. Define organizational behavior. b. Explain the importance of OB in understanding and managing people in organizations. c. Identify the key levels of analysis in OB (individual, group, organizational). d. Recognize the main disciplines contributing to the field of OB
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask questions. - Share an experience where their behavior at work was influenced by a colleague, supervisor, or company culture. Briefly discuss these experiences. - Introduce the concept of organizational behavior: Define OB as the study of human behavior in a work environment. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Importance of OB: <ul style="list-style-type: none"> - Explain how understanding OB helps managers - Improve employee motivation and performance. - Foster effective communication and teamwork. - Create a positive and productive work environment. - Make informed decisions about human resource management practices. b. Levels of Analysis in OB: <ul style="list-style-type: none"> - Individual Level: Focuses on how individual characteristics, abilities, and attitudes influence behavior. - Group Level: Examines group dynamics, communication, leadership, and conflict resolution. - Organizational Level: Analyzes organizational culture, structure, power dynamics, and change management. 3. Exercise (5 minutes) – <ul style="list-style-type: none"> - Think-Pair- Share
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. <ul style="list-style-type: none"> - Briefly discuss the relevance of OB in today's workplace and different career paths where understanding OB can be valuable.



	<p>2. Suggested Reading</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018), Page No- 2 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective questions to assess student understanding of the key concepts</p> <ul style="list-style-type: none">- What is organizational behavior?- Why is understanding OB important for managers?" <p>Allow students to answer and discuss.</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 3	Course Name: Organizational Behavior Topic: Theoretical framework of organizational behavior	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define organizational behavior and its significance Explain the core theoretical perspectives in organizational behavior Apply theoretical concepts to organizational issues and challenges
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions. <ul style="list-style-type: none"> What factors influence behavior in organizations? How do organizations function effectively? Why is it important to understand employee behavior? Briefly introduce organizational behavior: Explain that it is the study of individual and group behavior within organizations. Development (30 minutes) <ol style="list-style-type: none"> Define organizational behavior: Clearly define organizational behavior and its scope. Core theoretical perspectives: Discuss major theoretical perspectives in organizational behavior, such as: <ul style="list-style-type: none"> Classical, Human Relations, and Systems Theory Contingency Theory Cognitive Behavioral Theory Social Exchange Theory Explain key concepts: Elaborate on key concepts within each perspective and provide examples. Exercise (5 minutes) – <ul style="list-style-type: none"> One Minute Paper
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. <ul style="list-style-type: none"> Recap the key points covered in the lesson: definition of organizational behavior, core theoretical perspectives, and their application. Suggested Reading <ul style="list-style-type: none"> Book- Organizational Behavior- An Evidence-based Approach, Fred Luthans, Mc Graw Hill, Edition 11th (2015), Page No- 24 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>



Evaluation	<ol style="list-style-type: none">1. Reflective questions to assess student understanding of the key concepts<ul style="list-style-type: none">- What did you learn about organizational behavior and its theoretical foundations?- How can understanding these theories help you analyze organizational issues?- Which theoretical perspective resonates most with you and why? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
-------------------	---



Lesson Plan No. 4	Course Name: Organizational Behavior Topic: Managing Diversity	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define diversity in the workplace. b. Explain the benefits of managing diversity for organizations. c. Identify different dimensions of diversity. d. Recognize potential challenges associated with managing diversity. e. Describe strategies for promoting a more inclusive workplace.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions.- What "diversity" means in a workplace setting. Briefly discuss their ideas.- Introduce the concept of workplace diversity: Define diversity as the variety of human experiences, backgrounds, and characteristics that employees bring to a workplace.2. Development (20 minutes)<ol style="list-style-type: none">a. Benefits of Diversity: Discuss the benefits of managing diversity for organizations, including:<ul style="list-style-type: none">- Increased creativity and innovation- Improved problem-solving and decision-making- Enhanced customer service and market reach- Stronger employee engagement and morale.b. Dimensions of Diversity: Introduce different dimensions of diversity, such as:<ul style="list-style-type: none">- Age- Race/Ethnicity- Gender- Ability (physical and mental)- Religion- Socioeconomic background- Work style- Personality- Emphasize that diversity goes beyond visible characteristics.c. Challenges of Diversity: Acknowledge potential challenges associated with managing diversity, such as:<ul style="list-style-type: none">- Communication barriers- Stereotypes and unconscious bias- Conflict due to different work styles or viewpointsd. Discuss the importance of addressing these challenges for a



	<p>truly inclusive workplace.</p> <p>3. Exercise (15 minutes) – Think-Pair-Share</p> <ul style="list-style-type: none">- Divide students into small groups and assign them different dimensions of diversity. Each group researches and presents on their assigned dimension, including its importance and strategies to manage it effectively.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.<ul style="list-style-type: none">- Briefly discuss the importance of creating a culture of respect and valuing diversity for organizational success.2. Suggested Reading<ul style="list-style-type: none">- Book- Organizational Behavior- An Evidence-based Approach, Fred Luthans, Mc Graw Hill, Edition 11th (2015), Page No- 78 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Reflective questions to assess student understanding (e.g., "What are some benefits of managing diversity?" or "How can companies create a more inclusive workplace?"). <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 5	Course Name: Organizational Behavior Topic: Ethics and Ethical Behavior in Organizations	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define ethics and ethical behavior in an organizational context. b. Identify the key principles of ethical conduct for organizations. c. Explain the benefits of ethical behavior for organizations. d. Recognize common ethical challenges faced by organizations.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questions. Share an experience (real or hypothetical) where they faced an ethical dilemma in a work or school setting. Briefly discuss these experiences.- Introduce the concept of ethics and ethical behavior: Define ethics as the moral principles that guide our decisions and behavior. Discuss how ethics apply to organizations, emphasizing ethical conduct.2. Development (30 minutes)<ol style="list-style-type: none">a. Principles of Ethical Conduct: Discuss key principles of ethical conduct for organizations, such as:<ul style="list-style-type: none">- Honesty and transparency- Accountability- Fairness and justice- Respect for stakeholders (employees, customers, society)b. Benefits of Ethical Behavior: Explain how ethical behavior can benefit organizations:<ul style="list-style-type: none">- Enhance reputation and brand image- Increase employee trust and morale- Reduce legal risks and regulatory compliance issues- Improve customer loyalty and attract top talentc. Common Ethical Challenges: Identify common ethical challenges faced by organizations, such as:<ul style="list-style-type: none">- Conflicts of interest- Workplace discrimination- Environmental sustainability issues- Accounting fraud and misleading information3. Exercise (5 minutes) –<ul style="list-style-type: none">- Use a real-world news article or case study to present an ethical dilemma faced by an organization. Ask students to analyze the



	<p>situation using the principles of ethical conduct discussed earlier.</p> <ul style="list-style-type: none">- Alternatively, present students with hypothetical ethical dilemmas and ask them to propose solutions based on their understanding of ethical behavior.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.<ul style="list-style-type: none">- Briefly discuss the role of leadership in fostering a culture of ethics within organizations.2. Suggested Reading<ul style="list-style-type: none">- Book- Organizational Behavior- An Evidence-based Approach, Fred Luthans, Mc Graw Hill, Edition 11th (2015), Page No- 86 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Ask reflective questions to assess student understanding of the key concepts<ul style="list-style-type: none">- What are some key principles of ethical conduct for organizations?- Why is ethical behavior important for businesses? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 6	Course Name: Organizational Behavior Topic: Contributing Disciplines to Organizational Behavior (OB)	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify the main disciplines that contribute to the field of Organizational Behavior (OB). b. Explain how each discipline helps us understand and predict human behavior in organizations.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask questionsBriefly discuss the importance of understanding human behavior at work.Ask students if they can think of any disciplines that might be relevant to studying this topic.2. Development (30 minutes)<ol style="list-style-type: none">a. Contributing Disciplines to OB:<ul style="list-style-type: none">- Introduce the concept that OB is an interdisciplinary field, drawing on knowledge from various social sciences.b. Discuss the main contributing disciplines and their key contributions to OB:<ul style="list-style-type: none">- Psychology: Understanding individual behavior, motivation, personality, perception, and learning.- Sociology: Analyzing group dynamics, social structures, communication patterns, and organizational culture.- Anthropology: Examining the impact of culture on work values, attitudes, and behaviors.- Economics: Exploring decision-making processes, incentives, and resource allocation within organizations.- Political Science: Understanding power dynamics, leadership styles, and conflict resolution in organizations.c. Use clear explanations and real-world examples to illustrate how each discipline contributes to OB.3. Exercise (5 minutes) –<ul style="list-style-type: none">- Present students with a hypothetical scenario related to workplace behavior (e.g., employee resistance to change). Ask them to identify which contributing discipline (psychology, sociology, anthropology, etc.) would be most helpful in understanding the situation and why.- Alternatively, provide a list of behavioral issues in organizations (e.g., leadership conflict, lack of motivation) and have students match them with the relevant contributing



	discipline.
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.<ul style="list-style-type: none">- Briefly discuss the value of interdisciplinary knowledge in OB and how it helps us develop a comprehensive understanding of human behavior at work.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018), Page No-12- https://www.geeksforgeeks.org/disciplines-contributing-to-organisational-behaviour-ob/ <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Ask reflective questions to assess student understanding<ul style="list-style-type: none">- What are the main disciplines that contribute to OB?- How does psychology help us understand employee motivation? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 7	Course Name: Organizational Behavior Topic: Developing an OB Model	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the purpose and benefits of using models in organizational behavior. Identify the key components of a comprehensive OB model. Analyze existing OB models (e.g., The Three-Level Model) to understand their strengths and limitations. Apply the concept of model development to a specific organizational challenge.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations You Tube Video
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask questions What is the definition of OB? Share an example of how a model (e.g., scientific model, business model) is used in a different field. Briefly discuss the benefits of using models. Introduce the concept of models in OB: Explain how models help us understand complex organizational phenomena by simplifying and organizing key factors. Development (30 minutes) <ol style="list-style-type: none"> Benefits of OB Models: Discuss how OB models can help: <ul style="list-style-type: none"> Identify key variables influencing behavior in organizations. Explain relationships between these variables. Predict potential outcomes of different situations. Guide decision-making and interventions. Components of a Comprehensive OB Model: Introduce the essential components of a strong OB model, such as: <ul style="list-style-type: none"> Levels of analysis (individual, group, organizational) Individual factors (personality, emotions, etc.) Group dynamics (leadership, communication, conflict) Organizational factors (culture, structure, policies) Environmental factors (economic climate, technology) Analyzing Existing OB Models: <ul style="list-style-type: none"> Present a well-known OB model (e.g., The Three-Level Model) and explain its components and how they interact. Discuss the strengths and limitations of this model (e.g., comprehensiveness, generalizability). Exercise (5 minutes) – <ul style="list-style-type: none"> Think- Pair- Share



	<p>Explain how models help us understand complex organizational phenomena by simplifying and organizing key factors.</p>
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.<ul style="list-style-type: none">- Discuss the importance of considering different models and adapting them to specific contexts. Briefly mention the ongoing development of new OB models and the role of research in this field.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018), Page No-26- Video Link- https://www.youtube.com/watch?v=YBZggoravMw <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<ol style="list-style-type: none">1. Ask reflective questions to assess student understanding<ul style="list-style-type: none">- What are the benefits of using models in OB?- What are the key components of The Three-Level Model? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 8	Course Name: Organizational Behavior Topic: Factors Influencing Organizational Behavior (OB)	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify the major categories of factors influencing organizational behavior (OB). b. Explain how individual factors affect behavior at work. c. Describe the influence of group factors on OB. d. Analyze the impact of organizational factors on employee behavior.
Teaching Aids (if any)	a. Whiteboard
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Briefly recap the concept of organizational behavior (OB) from the previous lesson.- Ask students to brainstorm different factors that might influence how people behave at work.2. Development (30 minutes)<ol style="list-style-type: none">a. Categories of Factors Influencing OB: Introduce the major categories of factors influencing OB:<ul style="list-style-type: none">- Individual Factors: Personality traits, abilities, values, attitudes, emotions, etc.- Group Factors: Team dynamics, communication styles, leadership, conflict resolution, etc.- Organizational Factors: Structure (hierarchy, departments), culture (values, norms), technology (tools, communication platforms), policies, work environment, etc.b. Impact of Individual Factors: Explain how individual characteristics can influence behavior, such as:<ul style="list-style-type: none">- Personality: Traits like conscientiousness or extroversion impacting work ethic and communication.- Abilities: Skills and knowledge affecting job performance and learning new tasks.- Values and Attitudes: Beliefs and feelings shaping motivation, job satisfaction, and commitment.c. Impact of Group Factors: Discuss how group dynamics influence behavior, including:<ul style="list-style-type: none">- Communication: Effective communication fostering collaboration and reducing conflict.- Leadership styles: Leadership impacting team motivation, performance, and decision-making.- Conflict: Managing conflict constructively for better team outcomes.



	<p>d. Impact of Organizational Factors: Analyze how organizational factors influence behavior, such as:</p> <ul style="list-style-type: none">- Structure: Clear hierarchy affecting communication and decision-making.- Culture: Values and norms shaping employee behaviors and attitudes.- Technology: Tools and platforms influencing communication, collaboration, and work processes. <p>3. Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Present students with a scenario involving a workplace situation. Ask them to identify the relevant category of factors (individual, group, or organizational) influencing the behavior in the scenario and explain how.- Alternatively, provide students with a list of behaviors and ask them to match them with the most likely influencing factor (individual, group, or organizational).
Closure	<p>1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.</p> <ul style="list-style-type: none">- Summarize the key categories and their impact on OB.- Briefly discuss the importance of considering these factors when managing people and creating a positive work environment. <p>2. Suggested Reading:</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018), Page No-29 <p>Spent 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the main categories of factors influencing OB?- How can managers consider individual differences to improve employee motivation? <p>Spent 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 9	Course Name: Organizational Behavior Topic: Historical Development of Organizational Behavior (OB)	Course No.: MBA-104
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Explain the historical development of the field of organizational behavior (OB). b. Identify key figures and events that shaped the evolution of OB thinking. c. Analyze the impact of major societal and technological changes on OB practices.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students To brainstorm what factors might influence how people behave at work. Briefly discuss their ideas.- Introduce the concept of the historical development of OB: Explain how studying the past helps us understand the present and future of managing people in organizations.2. Development (30 minutes)<ol style="list-style-type: none">a. Major Eras in OB Development:<ul style="list-style-type: none">- Industrial Revolution: Discuss the rise of factories, scientific management (e.g., Frederick Winslow Taylor), and the human relations movement (e.g., Elton Mayo). Highlight the shift from efficiency to employee well-being.- The Hawthorne Studies: Briefly explain the Hawthorne studies and their impact on understanding the social and psychological factors influencing work behavior.- Post-WWII Era: Discuss the rise of behavioral science, Maslow's hierarchy of needs, Herzberg's two-factor theory, and the emergence of organizational development (OD).- Modern OB: Explore the growing focus on globalization, diversity, technology, and new workplace trends like remote work and virtual teams.3. Exercise (5 minutes) –<ul style="list-style-type: none">- Present students with a historical scenario from OB (e.g., working conditions during the Industrial Revolution) and ask them to discuss how OB practices might have been different then compared to today.- Alternatively, provide historical quotes on work and management and ask students to analyze them from a modern OB perspective.
Closure	1. Summarize the key stages and turning points in the development of



	<p>OB.</p> <ul style="list-style-type: none">- Discuss the ongoing evolution of OB and how it adapts to changing workplaces. <p>2. Suggested Reading:</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018), Page No-16 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Ask reflective questions to assess student understanding of the historical timeline and key developments in OB</p> <ul style="list-style-type: none">- What impact did the Industrial Revolution have on OB?- How has technology changed the way we think about work behavior? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 10	Course Name: Organizational Behavior Topic: Contemporary Challenges and Opportunities in Organization Behavior	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify key contemporary challenges faced in organizational behavior. Explain how these challenges impact individuals and organizations. Discuss potential opportunities that arise from these challenges in OB.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students To briefly discuss current events related to the workplace (e.g., remote work trends, skills gap). Ask students how these trends might impact organizations and employee behavior. Introduce the concept of contemporary challenges and opportunities in OB: Explain that OB must adapt to address ever-changing workplace dynamics. Development (30 minutes) <ol style="list-style-type: none"> Key Challenges in OB: Discuss several contemporary challenges, such as: <ul style="list-style-type: none"> Managing a diverse workforce: Accommodating cultural differences, generational gaps, and inclusion. Technological advancements: Impact of automation, artificial intelligence, and the need for continuous upskilling. The rise of the gig economy: Managing a more flexible workforce with less traditional employment structures. Work-life balance issues: Blurred lines between work and personal life, employee burnout. Global competition: Adapting to a globally connected workforce and diverse work cultures. Ethical considerations: Data privacy, artificial intelligence bias, and ethical leadership. Impact of Challenges: Explain how these challenges can impact individuals (stress, job insecurity) and organizations (reduced productivity, high turnover). Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups and assign a specific challenge. Each group should discuss how this challenge can be turned into an opportunity for OB (e.g., utilizing technology for better communication and collaboration).



Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly discuss the importance of continuous learning and adaptability in the workplace.2. Suggested Readings<ul style="list-style-type: none">- Book- Organizational Behaviour, Stephen P Robbins, Timothy A Judge, Pearsons Education, Edition 18th (2018), Page No-15 <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ol style="list-style-type: none">3. What are some key challenges faced by organizations today?4. How can OB help address the work-life balance issue? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 11	Course Name: Organizational Behavior Topic: Contemporary Challenges and Opportunities in Organization Behavior	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain how these challenges impact individuals and organizations. Discuss potential opportunities that arise from these challenges in OB.
Teaching Aids (if any)	<ol style="list-style-type: none"> Whiteboard Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students To briefly discuss current events related to the workplace (e.g., remote work trends, skills gap). Ask students how these trends might impact organizations and employee behavior. Introduce the concept of contemporary challenges and opportunities in OB: Explain that OB must adapt to address ever-changing workplace dynamics. Development (30 minutes) <ol style="list-style-type: none"> Key Challenges in OB: Discuss several contemporary challenges, such as: <ul style="list-style-type: none"> Managing a diverse workforce: Accommodating cultural differences, generational gaps, and inclusion. Technological advancements: Impact of automation, artificial intelligence, and the need for continuous upskilling. The rise of the gig economy: Managing a more flexible workforce with less traditional employment structures. Work-life balance issues: Blurred lines between work and personal life, employee burnout. Global competition: Adapting to a globally connected workforce and diverse work cultures. Ethical considerations: Data privacy, artificial intelligence bias, and ethical leadership. Impact of Challenges: Explain how these challenges can impact individuals (stress, job insecurity) and organizations (reduced productivity, high turnover). Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups and assign a specific challenge. Each group should discuss how this challenge can be turned into an opportunity for OB (e.g., utilizing technology for better communication and collaboration).
Closure	1. Summarize the key learning outcomes and ensure student



	<p>understanding.</p> <ul style="list-style-type: none">- Briefly discuss the importance of continuous learning and adaptability in the workplace. <p>Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are some key challenges faced by organizations today?- How can OB help address the work-life balance issue? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 12	Course Name: Organizational Behavior Topic: Case Study of Organization Behavior	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify the primary organizational behavior issues affecting NovaTech. b. Analyze the role of leadership in creating the current organizational climate. c. How can NovaTech improve employee morale and job satisfaction?
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	1. Exercise (50 minutes) – - Discussion of the case of NovaTech, a young tech startup aiming to revolutionize the online learning platform.



Lesson Plan No. 13	Course Name: Organizational Behavior Topic: Individual differences- Learning	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define learning. b. Explain the different theories of learning c. Identify the key factors that influence learning d. Describe different learning styles
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students To share an experience where they learned something new. Briefly discuss the different ways people learn.Introduce the concept of learning: Define learning as the process of acquiring knowledge, skills, or attitudes.Development (30 minutes)<ol style="list-style-type: none">Theories of Learning:<ul style="list-style-type: none">Behaviorism: Focuses on observable behavior changes through reinforcement and punishment.Cognitivism: Emphasizes mental processes involved in learning, such as memory, information processing, and problem-solving.Constructivism: Highlights the active role of learners in constructing their own understanding through experience and interaction with the environment.Factors Influencing Learning:<ul style="list-style-type: none">Motivation: The desire and willingness to learn.Prior Knowledge: Existing knowledge that provides a foundation for new learning.Practice: Repetition and active engagement with the learning material.Feedback: Providing information about performance to guide improvement.Environment: Creating a supportive and stimulating learning environment.Learning Styles: Briefly introduce different learning styles (visual, auditory, kinesthetic) and how catering to different styles can enhance learning.Exercise (5 minutes) –<ul style="list-style-type: none">One minute Paper
Closure	<ol style="list-style-type: none">Summarize the key learning outcomes and ensure student understanding.



	<ul style="list-style-type: none">- Briefly discuss the importance of lifelong learning and how understanding learning processes can help students approach learning more effectively. <p>2. Suggested Reading</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 137- https://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S000023MA/P001407/M028290/ET/1521799776Module13-TextLearning.pdf <p>3. Homework</p> <ul style="list-style-type: none">- Ask students to reflect on their own learning habits and identify strategies they can use to improve their learning in a specific subject or skill area. <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding of the key concepts</p> <ul style="list-style-type: none">- What are the main learning theories?- How can you improve your motivation to learn? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 14	Course Name: Organizational Behavior Topic: Individual differences- Attitude	Course No.: MBA-104
--------------------	---	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Define attitude. b. Identify the three main components of an attitude c. Explain the relationship between thoughts, feelings, and behaviors in shaping attitudes. d. Recognize the different functions of attitudes.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students To share their attitudes towards a familiar object, activity, or person. Briefly discuss the reasons behind their attitudes.- Introduce the concept of attitude: Define attitude as a learned predisposition to respond in a certain way to an object, person, or idea.2. Development (30 minutes)<ol style="list-style-type: none">a. Components of Attitude: Introduce the tripartite model of attitude:<ul style="list-style-type: none">- Cognitive component: Beliefs and thoughts associated with the attitude.- Affective component: Feelings and emotions associated with the attitude.- Behavioral component: Observable actions and tendencies related to the attitude.- Use examples to illustrate each component (e.g., attitude towards homework - cognitive: "it's boring," affective: feeling frustrated, behavioral: procrastinating).- Explain how these components interact and influence overall attitude.b. Functions of Attitudes (optional): Briefly discuss the different functions of attitudes:<ul style="list-style-type: none">- Adjustment function: Helps us cope with our environment and navigate social situations.- Egotistic function: Protects self-esteem and self-image.- Knowledge function: Provides a framework for understanding the world.- Value-expressive function: Reflects our values and beliefs. 3. Exercise (5 minutes) –<ul style="list-style-type: none">- Provide students with a list of attitudes and ask them to generate examples that illustrate each component (cognitive, affective,



	behavioral).
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly discuss the impact of attitudes on behavior and the possibility of changing attitudes.2. Suggested Reading<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 169<p>https://testbook.com/ugc-net-commerce/attitude-in-organisational-behaviour</p>3. Homework<ul style="list-style-type: none">- Ask students to choose an attitude they hold and analyze it using the tripartite model. They can reflect on the origin of this attitude and consider factors that might influence it. <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the three components of an attitude?- How do thoughts, feelings, and behaviors influence attitudes? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 15	Course Name: Organizational Behavior Topic: Individual differences- Personality	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define personality. b. Identify the key characteristics of personality. c. Explain the major theories of personality d. Recognize the factors that influence personality development
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask students To describe themselves using personality traits. Briefly discuss how these traits influence their behavior and interactions with others. - Introduce the concept of personality: Define personality as the unique and enduring patterns of thoughts, feelings, and behaviors that characterize an individual. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Characteristics of Personality: <ul style="list-style-type: none"> - Relatively stable over time: Personalities tend to remain consistent, but can also show some change over time. - Influences thoughts, feelings, and behaviors: Personality shapes how individuals perceive, interpret, and react to situations. - Unique to each person: While some traits are shared, the specific combination creates a unique personality. b. Theories of Personality: <ul style="list-style-type: none"> - Trait Theory: Focuses on identifying and measuring fundamental personality traits - Psychoanalytic Theory: Emphasizes the role of unconscious mind, childhood experiences, and internal conflicts in shaping personality - Humanistic Theory: Focuses on individual potential, self-actualization, and the striving for personal growth (e.g., Maslow's Hierarchy of Needs). c. Factors Influencing Personality: <ul style="list-style-type: none"> - Briefly discuss the nature vs. nurture debate and how both genetics and environment contribute to personality development. 3. Exercise (5 minutes) – <ul style="list-style-type: none"> - Provide students with hypothetical scenarios and ask them to predict how individuals with different personality types might behave.
Closure	1. Summarize the key learning outcomes and ensure student



	<p>understanding.</p> <ul style="list-style-type: none">- Briefly discuss the impact of attitudes on behavior and the possibility of changing attitudes. <p>2. Suggested Reading</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 89- https://www.tutorialspoint.com/organizational_behavior/organizational_behavior_personality.htm <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding of the key concepts</p> <ul style="list-style-type: none">- What is personality?- How do different theories explain personality development? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 16	Course Name: Organizational Behavior Topic: Individual differences- Perception	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define perception. b. Explain the difference between sensation and perception. c. Identify the key factors influencing perception d. Describe different perceptual illusions and explain their causes.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<p>1. Introduction (5 minutes)</p> <ul style="list-style-type: none"> - Ask students To share an experience where their perception of something differed from reality. Briefly discuss these experiences. - Introduce the concept of perception: Define perception as the process of interpreting and organizing sensory information to create a meaningful experience of the world around us. Briefly distinguish between sensation (detection of stimuli by sensory organs) and perception (interpretation of those sensations). <p>2. Development (30 minutes)</p> <ul style="list-style-type: none"> a. Factors Influencing Perception: <ul style="list-style-type: none"> - Sensory information: The raw data received through our senses (sight, sound, touch, taste, smell). - Past experiences: Our knowledge and understanding of the world influence how we interpret new information. - Expectations: What we anticipate seeing or experiencing can bias our perception. - Attention: We selectively focus on certain stimuli while ignoring others. - Motivation and emotions: Our needs and desires can influence how we perceive situations. b. Perceptual Illusions: <ul style="list-style-type: none"> - Misinterpretations of sensory information that lead to inaccurate perceptions. <p>3. Exercise (5 minutes) –</p> <ul style="list-style-type: none"> - Present students with an ambiguous image or situation and ask them to describe their interpretations. Discuss how different factors might influence their perceptions.
Closure	1. Summarize the key learning outcomes and ensure student



	<p>understanding.</p> <ul style="list-style-type: none">- Briefly discuss the real-world implications of perception, e.g., optical illusions affecting driving safety, advertising strategies using perceptual principles. <p>2. Suggested Reading</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 117 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What is the difference between sensation and perception?- Describe an example of how expectations can influence perception? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 17	Course Name: Organizational Behavior Topic: The Johari Window Model	Course No.: MBA-104
--------------------	--	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Define the Johari Window Model and its four quadrants b. Explain how the Johari Window Model helps improve self-awareness and communication c. Identify strategies for increasing the Open area and reducing the Blind Spot in the Johari Window.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students Briefly discuss the importance of self-awareness in communication. Ask students to share an example of a communication challenge they faced due to a misunderstanding.- Introduce the Johari Window Model: Briefly explain the concept of a Johari Window as a tool for understanding self-awareness and communication.2. Development (30 minutes)<ol style="list-style-type: none">a. The Four Quadrants:<ul style="list-style-type: none">- Open: Information known by both you and others.- Hidden: Information you know but keep from others.- Blind Spot: Information others know about you that you are unaware of.- Unknown: Information unknown to both you and others.b. Benefits of the Johari Window: Explain how the Johari Window helps improve self-awareness and communication by:<ul style="list-style-type: none">- Increasing understanding of how others perceive you.- Identifying areas for self-disclosure and feedback seeking.- Building stronger and more trusting relationships.c. Strategies for Growth: Discuss strategies for increasing the Open area and reducing the Blind Spot:<ul style="list-style-type: none">- Self-disclosure: Sharing information with others about yourself.- Seeking feedback: Actively asking for feedback from others.- Active listening: Paying close attention to understand others' perspectives3. Exercise (5 minutes) –<ul style="list-style-type: none">- Ask students to reflect on their own communication experiences and identify areas for growth based on the Johari Window.



Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly discuss the ongoing nature of self-awareness development and the importance of continuous learning and feedback.2. Suggested Reading<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 222 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the four quadrants of the Johari Window?- How can the Johari Window Model help improve communication? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 18	Course Name: Organizational Behavior Topic: Transactional Analysis: Ego States, Life Positions, Transactions	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define ego states in the context of Transactional Analysis. Identify the three main ego states. Explain the characteristics and behaviors associated with each ego state. Describe the four life positions in TA Recognize the concept of transactions in TA and differentiate between complementary and crossed transactions.
Teaching Aids (if any)	<ol style="list-style-type: none"> Whiteboard Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students To describe a situation where they felt they were acting like a "child," an "adult," or a "parent" (without using these terms). Briefly discuss these experiences. Introduce Transactional Analysis (TA) as a theory of personality and communication. Development (30 minutes) <ol style="list-style-type: none"> Ego States: <ul style="list-style-type: none"> Define ego states as psychological states that influence our thoughts, feelings, and behaviors. Introduce the three main ego states: <ul style="list-style-type: none"> Parent: Contains internalized rules and attitudes from caregivers. (Critical Parent, Nurturing Parent) Adult: Focuses on objective reality and problem-solving. Child: Encompasses emotions, impulses, and experiences from childhood. (Adapted Child, Natural Child) Explain the characteristics and behaviors associated with each ego state Life Positions: <ul style="list-style-type: none"> Introduce life positions as basic beliefs about oneself and others Discuss the four main life positions: <ul style="list-style-type: none"> I'm OK - You're OK (healthy, balanced) I'm OK - You're Not OK (superiority complex) I'm Not OK - You're OK (low self-esteem) I'm Not OK - You're Not OK (depression, hopelessness) Transactions: <ul style="list-style-type: none"> Define transactions as communication exchanges between ego states. Explain the difference between complementary transactions (flowing smoothly) and crossed transactions (leading to



	<p>misunderstandings).</p> <p>3. Exercise (5 minutes) –</p> <ul style="list-style-type: none">- Present students with real-life communication examples and ask them to identify the ego states involved and the likely outcome of the transaction (complementary or crossed).
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly discuss the applications of TA in communication, self-awareness, and improving interpersonal relationships.2. Suggested Reading<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 312 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the three ego states in TA?- How can understanding life positions help us improve communication? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 19	Course Name: Organizational Behavior Topic: Motivation-Concept, Types, Importance	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Explain the concept of motivation in their own words and differentiate it from related terms. b. List and describe the main types of motivation c. Discuss the role of motivation in learning, behavior, and achieving goals.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students To activate prior knowledge and pique students' interest in motivation. What makes you want to learn something new? Have you ever struggled to stay motivated for a task?2. Development (30 minutes)<ol style="list-style-type: none">a. Define and discuss intrinsic and extrinsic motivation:<ul style="list-style-type: none">- Explain the key differences between internal and external motivators.b. Explore the role of motivation in goal setting and achievement:<ul style="list-style-type: none">- Discuss how motivation helps set goals, overcome challenges, and persevere through difficulties.c. Explore the impact of motivation on learning:<ul style="list-style-type: none">- Explain how motivation enhances focus, engagement, and information retention.3. Exercise (5 minutes) –<ul style="list-style-type: none">- Present a situation where motivation plays a role (e.g., studying for a test, practicing a sport).- Ask students to identify the type of motivation involved (intrinsic/extrinsic) and explain their reasoning.- Encourage group discussion and sharing of perspectives.
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly restate the key points covered (definition, types, importance of motivation).- Get affirmation from students: Ask if there are any remaining questions or areas needing clarification2. Suggested Reading



	<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 217 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- Ask students to define motivation in their own words.- Ask students to explain the importance of motivation in achieving goals.- Ask students to identify someone they find motivational and explain why. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 20	Course Name: Organizational Behavior Topic: Theories of Motivation	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the difference between content theories and process theories of motivation. Identify and describe several key motivational theories Apply motivational theories to real-world scenarios, such as understanding employee motivation or personal goal setting
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations Youtube Video
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students <ul style="list-style-type: none"> What makes you feel motivated? What makes you lose motivation? Briefly introduce the concept of motivation and its importance in our personal and professional lives. Development (30 minutes) <ol style="list-style-type: none"> Content Theories: <ul style="list-style-type: none"> Introduce the concept of content theories and explain how they focus on what motivates people (their needs and desires). Discuss Maslow's Hierarchy of Needs, using a diagram to illustrate the different levels. Briefly mention other content theories like Alderfer's ERG theory and McClelland's Needs Theory. Exercise (5 minutes) – <ul style="list-style-type: none"> Present a real-world scenario (e.g., a student struggling to stay motivated in a challenging class) and ask students to discuss which motivational theories could be applied and why.
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. <ul style="list-style-type: none"> Briefly revisit the objectives and ensure students understand the main content and process theories of motivation. Suggested Reading <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 217 https://unacademy.com/content/upsc/study-material/public-administration/theories-of-motivation/



	<p>- Video Link - https://www.youtube.com/watch?v=rRFIqyhvz5c</p> <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different categories of motivational theories?- Why is understanding motivation important?- Who can benefit from applying motivational theories? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 21	Course Name: Organizational Behavior Topic: Theories of Motivation	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Explain the difference between content theories and process theories of motivation. Identify and describe several key motivational theories Apply motivational theories to real-world scenarios, such as understanding employee motivation or personal goal setting
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations YouTube Video
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students <ul style="list-style-type: none"> What makes you feel motivated? What makes you lose motivation? Briefly introduce the concept of motivation and its importance in our personal and professional lives. Development (30 minutes) <ol style="list-style-type: none"> Process Theories: <ul style="list-style-type: none"> Introduce the concept of process theories and explain how they focus on how motivation works (the thought processes behind our actions). Exercise (5 minutes) – <ul style="list-style-type: none"> Present a real-world scenario (e.g., a student struggling to stay motivated in a challenging class) and ask students to discuss which motivational theories could be applied and why.
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. <ul style="list-style-type: none"> Briefly revisit the objectives and ensure students understand the main content and process theories of motivation. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 217 https://unacademy.com/content/upsc/study-material/public-administration/theories-of-motivation/ Video Link- https://www.youtube.com/watch?v=rRFIqyhvz5c



	Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different categories of motivational theories?- Why is understanding motivation important?- Who can benefit from applying motivational theories (individuals, organizations)? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 22	Course Name: Organizational Behavior Topic: Theories of Motivation	Course No.: MBA-104
--------------------	---	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Explain the difference between content theories and process theories of motivation. b. Identify and describe several key motivational theories c. Apply motivational theories to real-world scenarios, such as understanding employee motivation or personal goal setting
Teaching Aids (if any)	a. Power Point Presentations b. You Tube Video
Teaching Development	1. Introduction (5 minutes) - Ask students What makes you feel motivated? What makes you lose motivation? - Briefly introduce the concept of motivation and its importance in our personal and professional lives. 2. Development (30 minutes) a. Discuss expectancy theory (e.g., Vroom's expectancy theory) and equity theory (e.g., Adams' equity theory), explaining the factors that influence our motivation in these models. 3. Exercise (5 minutes) – - Present a real-world scenario (e.g., a student struggling to stay motivated in a challenging class) and ask students to discuss which motivational theories could be applied and why.
Closure	1. Summarize the key learning outcomes and ensure student understanding. - Briefly revisit the objectives and ensure students understand the main content and process theories of motivation. 2. Suggested Reading: - Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 217 - https://unacademy.com/content/upsc/study-material/public-administration/theories-of-motivation/ - Video Link- https://www.youtube.com/watch?v=rRFIqyhvz5c



	Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different categories of motivational theories?- Why is understanding motivation important?- Who can benefit from applying motivational theories (individuals, organizations)? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 23	Course Name: Organizational Behavior Topic: Group Behavior: Classification of groups, stages of groups development	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Classify groups according to different criteria b. Explain the stages of group development and their characteristics. c. Identify the factors that influence group dynamics.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What are some examples of groups you belong to? How do these groups differ from each other?- Briefly introduce the concept of group behavior and its importance in various aspects of life (e.g., teamwork, social interaction).2. Development (30 minutes)<ol style="list-style-type: none">a. Classification of Groups:<ul style="list-style-type: none">- Define formal and informal groups.- Discuss different types of groups based on size (e.g., small groups, large groups).b. Stages of Group Development:<ul style="list-style-type: none">- Introduce the Tuckman model with the five stages: forming, storming, norming, performing, and adjourning.c. Explain the characteristics and key dynamics of each stage.3. Exercise (5 minutes) – Think-Pair-Share<ul style="list-style-type: none">- If you are a part of a new project team, identify the stage the group might be in and explain their reasoning?
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly discuss the real-world applications of understanding group behavior (e.g., leadership, communication, conflict resolution).2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 329 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding



	<ul style="list-style-type: none">- What are the different ways to classify groups?- Explain the stages a group goes through in its development. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 24	Course Name: Organizational Behavior Topic: Group Behavior: Group structure	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define group structure and its different b. Explain how group structure impacts decision-making processes. c. Identify strengths and weaknesses of different group structures for decision-making
Teaching Aids (if any)	a. Whiteboard b. Power Point Presentations
Teaching Development	1. Introduction (5 minutes) - Ask students To think about a recent group project or activity. Briefly discuss what made the experience successful or challenging. - Briefly explain the importance of understanding group structures and how they influence decision-making. 2. Development (30 minutes) a. Define group structure and its different types b. Discuss how group structure impacts decision-making processes 3. Exercise (5 minutes) – Think-Pair-Share - If you are a part of a new project team, identify the stage the group might be in and explain their reasoning?
Closure	1. Summarize the key learning outcomes and ensure student understanding. - Briefly recap the main points of the lesson, emphasizing the connection between group structure and decision-making effectiveness. 2. Suggested Reading: - Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 329 - https://uwaterloo.ca/centre-for-teaching-excellence/catalogs/tip-sheets/group-decision-making Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	Ask reflective questions to assess student understanding - What are the different types of group structures?



	<ul style="list-style-type: none">- Why does group structure matter in decision-making?- Who plays a key role in different group structures?- Encourage students to answer and discuss their understanding. <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 25	Course Name: Organizational Behavior Topic: Group Behavior: Group decision making	Course No.: MBA-104
--------------------	---	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Define group decision making. b. Identify different group decision-making techniques. c. Evaluate the advantages and disadvantages of group decision making. d. Participate effectively in group decision-making processes.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students Have you ever made a decision as a group? What were the challenges and benefits of group decision making in that situation?- Introduce the concept of group decision making and its importance in various settings.2. Development (30 minutes)<ol style="list-style-type: none">a. Definition and Importance:<ul style="list-style-type: none">- Define group decision making as a process where multiple individuals work together to reach a consensus.- Discuss the benefits of group decision makingb. Group Decision-Making Techniques:<ul style="list-style-type: none">- Explain various group decision-making techniques: Authority Rule Minority Rule Majority Rule Consensus Unanimity Delphi Technique Nominal Group Techniquec. Advantages and Disadvantages:<ul style="list-style-type: none">- Discuss the advantages of group decision making (increased creativity, diverse perspectives, shared responsibility).- Discuss the disadvantages of group decision making3. Exercise (5 minutes) –<ul style="list-style-type: none">- Divide students into small groups. Present a group decision-making scenario. Ask each group to choose a decision-making technique and justify their choice.- Have each group share their decision and reasoning with the class.
Closure	1. Summarize the key learning outcomes and ensure student



	<p>understanding.</p> <ul style="list-style-type: none">- Briefly review the concept of group decision making, different techniques, and their advantages and disadvantages. <p>2. Suggested Reading:</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 329 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different group decision-making techniques?- Why is it important to consider the advantages and disadvantages of different techniques?- How can you effectively participate in a group decision-making process? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 26	Course Name: Organizational Behavior Topic: Teams- Meaning and Types of teams	Course No.: MBA-104
--------------------	--	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify and describe different types of teams. b. Apply their understanding of team dynamics to analyze a real-world scenario.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask students What is a team? Have you ever been part of a team? What was it like?Briefly introduce the concept of teams and the importance of teamwork in various aspects of lifeDevelopment (30 minutes)<ol style="list-style-type: none">Types of Teams:<ul style="list-style-type: none">Discussion on different types of teams (e.g., project teams, cross-functional teams, virtual teams)Briefly discuss the advantages and disadvantages of each typeExercise (5 minutes) –<ul style="list-style-type: none">Divide students into small groups.Provide them with a scenario that involves teamwork (e.g., a team working on a project deadline).Ask students to analyze the scenario and identify the strengths and weaknesses of the team based on the concepts learned.
Closure	<ol style="list-style-type: none">Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">Recap the different types of teams.Reiterate the characteristics of effective teams.Get affirmation from students by asking them to share what they learned.Suggested Reading:<ul style="list-style-type: none">Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 379 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding <ul style="list-style-type: none">What are the different types of teams?



	<ul style="list-style-type: none">- Why are clear goals and communication important for effective teams? Who plays a role in creating a successful team environment? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 27	Course Name: Organizational Behavior Topic: Creating effective teams	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Explain the key characteristics of effective teams b. Apply their understanding of team dynamics to analyze a real-world scenario.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What is a team? Have you ever been part of a team? What was it like?- Briefly introduce the concept of teams and the importance of teamwork in various aspects of life2. Development (30 minutes)<ol style="list-style-type: none">a. Creating Effective Teams:<ul style="list-style-type: none">- Discuss key characteristics of effective teams (e.g., clear goals, communication, trust, diversity, conflict resolution)3. Exercise (5 minutes) –<ul style="list-style-type: none">- Divide students into small groups.- Provide them with a scenario that involves teamwork (e.g., a team working on a project deadline).- Ask students to analyze the scenario and identify the strengths and weaknesses of the team based on the concepts learned.
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Recap the different types of teams.- Reiterate the characteristics of effective teams.- Get affirmation from students by asking them to share what they learned.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 379 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding <ul style="list-style-type: none">- What are the different types of teams?- Why are clear goals and communication important for effective teams?



	Who plays a role in creating a successful team environment? Spend 5 minutes to evaluate student assimilation of the lesson contents
--	--



Lesson Plan No. 28	Course Name: Organizational Behavior Topic: Leadership- Approaches and styles	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define leadership and its key components. b. Identify and differentiate between various leadership approaches and styles. c. Analyze the strengths and weaknesses of different leadership styles. d. Evaluate the most effective leadership approach for specific situations
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What does leadership mean to you? Can you think of any leaders you admire? Why?- Briefly introduce the concept of leadership and its importance in various contexts.2. Development (30 minutes)<ol style="list-style-type: none">a. Discuss different approaches to leadership:<ul style="list-style-type: none">- Trait approach- Behavioral approach- Situational approachb. Introduce common leadership styles with clear explanations and examples:<ul style="list-style-type: none">- Autocratic (Authoritarian)- Democratic (Participative)- Laissez-faire- Transformational- Servant Leadership3. Exercise (5 minutes) –<ul style="list-style-type: none">- Quiz
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding. Recap the different leadership approaches and styles.2. Suggested Reading:3. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 423



	<ul style="list-style-type: none">- https://hbr.org/2024/04/6-common-leadership-styles-and-how-to-decide-which-to-use-when <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different leadership styles?- Why is it important to understand different leadership styles?- Who might benefit from using a particular style? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 29	Course Name: Organizational Behavior Topic: Theories of Leadership	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify and explain the major theories of leadership Analyze the strengths and weaknesses of different leadership styles. Apply leadership theories to real-world scenarios
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students What does leadership mean to you? Can you think of any famous leaders? Briefly discuss the importance of leadership in various aspects of life Development (30 minutes) <ol style="list-style-type: none"> Introduce and explain major leadership theories: <ul style="list-style-type: none"> Trait Theory Behavioral Theory Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups and assign them a scenario that reflects a leadership challenge. Ask them to discuss which leadership style would be most effective in that situation and why.
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. <ul style="list-style-type: none"> Briefly revisit the objectives and ensure students understand the main theories and their applications. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 423 https://www.verywellmind.com/leadership-theories-2795323 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none"> What are the different leadership theories we discussed today? Why are leadership theories important? Can you think of an example of a leader who embodies a specific style?



Model Institute of Engineering & Technology (Autonomous) Lesson Plan

Kot Bhalwal, Jammu

Spend 5 minutes to evaluate student assimilation of the lesson contents



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1

श्रेष्ठ

श्रम

नवीनता

Please Do Not Print Unless Necessary



Lesson Plan No. 30	Course Name: Organizational Behavior Topic: Theories of Leadership	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify and explain the major theories of leadership Analyze the strengths and weaknesses of different leadership styles. Apply leadership theories to real-world scenarios
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students What does leadership mean to you? Can you think of any famous leaders? Briefly discuss the importance of leadership in various aspects of life Development (30 minutes) <ol style="list-style-type: none"> Introduce and explain major leadership theories: <ul style="list-style-type: none"> Situational/Contingency Theories Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups and assign them a scenario that reflects a leadership challenge. Ask them to discuss which leadership style would be most effective in that situation and why.
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. <ul style="list-style-type: none"> Briefly revisit the objectives and ensure students understand the main theories and their applications. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 423 https://www.verywellmind.com/leadership-theories-2795323 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none"> What are the different leadership theories we discussed today? Why are leadership theories important? Can you think of an example of a leader who embodies a specific style? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 31	Course Name: Organizational Behavior Topic: Theories of Leadership	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify and explain the major theories of leadership Analyze the strengths and weaknesses of different leadership styles. Apply leadership theories to real-world scenarios
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students What does leadership mean to you? Can you think of any famous leaders? Briefly discuss the importance of leadership in various aspects of life Development (30 minutes) <ol style="list-style-type: none"> Introduce and explain major leadership theories: <ul style="list-style-type: none"> Transformational/Transactional Leadership Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups and assign them a scenario that reflects a leadership challenge. Ask them to discuss which leadership style would be most effective in that situation and why.
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. <ul style="list-style-type: none"> Briefly revisit the objectives and ensure students understand the main theories and their applications. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 423 https://www.verywellmind.com/leadership-theories-2795323 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none"> What are the different leadership theories we discussed today? Why are leadership theories important? Can you think of an example of a leader who embodies a specific style? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 32	Course Name: Organizational Behavior Topic: Leadership Effectiveness	Course No.: MBA-104
--------------------	---	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Define leadership effectiveness and its key components. b. Identify different leadership styles and their strengths and weaknesses. c. Explain the importance of effective communication for leaders. d. Analyze real-world examples of effective and ineffective leadership. e. Develop a plan to improve their own leadership skills
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	1. Introduction (5 minutes) - Ask students What are some qualities of a good leader? Have you ever had a leader you admired? Why? - Briefly introduce the concept of leadership effectiveness 2. Development (30 minutes) a. Define leadership effectiveness and its key components b. Discuss different leadership styles and their impact on team dynamics. c. Highlight the importance of effective communication for leaders 3. Exercise (5 minutes) – - Provide a short leadership scenario and ask students to identify the leadership style being used and its potential consequences. - Alternatively, have students brainstorm qualities of an effective leader in their field of interest.
Closure	1. Summarize the key learning outcomes and ensure student understanding. 2. Suggested Reading: - Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 423 - https://www.toppr.com/guides/fundamentals-of-economics-and-management-cma/leadership-and-management/leadership-effectiveness/ Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	Ask reflective questions to assess student understanding - What did you learn about leadership effectiveness today? - Why are these skills important for leaders?



	<p>- How can you apply this knowledge to improve your own leadership potential? Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 33	Course Name: Organizational Behavior Topic: Case Stud- The Rise of a Tech Titan: The Leadership of Steve Jobs at Apple	Course No.: MBA-104
--------------------	--	---------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify Different leadership styles b. Impact on Organizational Culture
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<p>1. Exercise (40 minutes) – Steve Jobs, a visionary entrepreneur, played a pivotal role in shaping the modern technology landscape through his leadership at Apple. This case study delves into his organizational behavior and leadership strategies, examining how his unique approach influenced Apple's success and cultural identity.</p> <p>Organizational Behavior and Leadership Styles</p> <ol style="list-style-type: none">1. Charismatic Leadership: Jobs possessed a charismatic personality that inspired and motivated employees. His ability to articulate a compelling vision for the future of technology fueled a sense of purpose and excitement within the organization.2. Transformational Leadership: Jobs was a transformational leader, challenging the status quo and driving innovation. He fostered a culture of creativity and experimentation, encouraging employees to think outside the box and pursue groundbreaking ideas.3. Autocratic Leadership: While Jobs often exhibited autocratic tendencies, his decisions were often based on his deep understanding of technology and consumer needs. This approach, while sometimes controversial, allowed him to make swift and decisive decisions.4. Perfectionism and Attention to Detail: Jobs had an unwavering commitment to quality and perfection. His insistence on attention to detail led to the creation of products that were not only functional but also aesthetically pleasing. <p>Impact on Organizational Culture</p> <ol style="list-style-type: none">1. Innovation and Creativity: Jobs fostered a culture of innovation and creativity by encouraging employees to take risks and experiment with new ideas. This culture led to the development of groundbreaking products like the iPod, iPhone, and iPad.2. Customer-Centric Focus: Jobs instilled a customer-centric focus



	<p>within Apple. He believed that understanding the needs and desires of customers was essential to creating successful products.</p> <p>3. Intense Work Environment: The high standards set by Jobs often led to a demanding and intense work environment. While this approach could be challenging for some employees, it also motivated many to strive for excellence.</p> <p>Challenges and Lessons Learned</p> <ol style="list-style-type: none">1. Micromanagement: Jobs' tendency to micromanage could sometimes stifle creativity and innovation. This approach could also lead to conflicts with employees who felt their autonomy was being restricted.2. Conflict and Controversy: Jobs' personality and leadership style often led to conflicts and controversies within the organization. His confrontational approach could alienate employees and partners.3. Succession Planning: The lack of a clear succession plan during Jobs' tenure created uncertainty and challenges for Apple after his passing. This case highlights the importance of developing a robust succession plan to ensure organizational continuity.
<p>Closure</p>	<p>Conclusion</p> <p>Steve Jobs' leadership at Apple was marked by his visionary thinking, charismatic personality, and unwavering commitment to quality. While his approach had its challenges, his leadership played a crucial role in transforming Apple from a struggling company into a global tech giant. His legacy continues to inspire entrepreneurs and leaders around the world.</p>
<p>Evaluation</p>	<p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 34	Course Name: Organizational Behavior Topic: Power and Politics: Power Tactics	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define power and its different Identify various power tactics used to influence others Explain how power dynamics function within groups and how groups influence power structures
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students What does "power" mean in a social context? Have you ever been in a situation where someone influenced you? How did they do it? Development (30 minutes) <ol style="list-style-type: none"> Define power and its different bases (legitimate, reward, coercive, expert, referent) with clear explanations and examples. Explain different tactics like rational persuasion, consultation, coalition building, etc. Provide examples of how these tactics are used in real-life scenarios. Explain how power is distributed within groups and how individuals can influence group decisions. Discuss how groups can lobby or advocate for change based on their collective power. Exercise (5 minutes) – <ul style="list-style-type: none"> Divide students into small groups and present them with a case study (provided beforehand or created on the spot) that involves power dynamics in a group or organization. Ask them to analyze the situation, identify the different power bases and tactics at play, and propose solutions or strategies for influencing the outcome
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 397 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding



	<ul style="list-style-type: none">- What are the different sources of power?- How can someone use rational persuasion to influence others? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 35	Course Name: Organizational Behavior Topic: Power and Politics: Power and groups	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Define power and its different Identify various power tactics used to influence others Explain how power dynamics function within groups and how groups influence power structures
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students What does "power" mean in a social context? Have you ever been in a situation where someone influenced you? How did they do it? Development (30 minutes) <ol style="list-style-type: none"> Define power and its different bases (legitimate, reward, coercive, expert, referent) with clear explanations and examples. Explain different tactics like rational persuasion, consultation, coalition building, etc. Provide examples of how these tactics are used in real-life scenarios. Explain how power is distributed within groups and how individuals can influence group decisions. Discuss how groups can lobby or advocate for change based on their collective power. Exercise (5 minutes) – <ul style="list-style-type: none"> One minute paper
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 397 Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none"> What are the different sources of power? How can someone use rational persuasion to influence others? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Model Institute of Engineering
& Technology (Autonomous)
Lesson Plan

Kot Bhalwal, Jammu



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



Please Do Not Print Unless Necessary



Lesson Plan No. 36	Course Name: Organizational Behavior Topic: Conflict- Types of Conflict, Conflict Process	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify different types of conflict (task, relationship, process). b. Explain the stages of the conflict process
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What is conflict? Have you ever been in a conflict? What kind of conflict was it?- Briefly explain the importance of understanding conflict and how to resolve it effectively.2. Development (30 minutes)<ol style="list-style-type: none">a. Define and explain different types of conflict with examples:<ul style="list-style-type: none">- Task Conflict- Relationship Conflict- Process Conflictb. Conflict Process:<ul style="list-style-type: none">- Potential Opposition or Incompatibility- Cognition and Personalization- Intentions- Behavior- Outcomes3. Exercise (5 minutes) –<ul style="list-style-type: none">- Divide students into small groups. Present a short conflict scenario (written or role-played).- Ask each group to identify the type of conflict and discuss a possible solution for each stage of the conflict process.- Have a group spokesperson share their findings with the class.
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly review the different types of conflict and the conflict process stages.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 501



	Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different types of conflict?- Why is it important to understand the stages of the conflict process?- How can identifying the type of conflict help in resolving it? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 37	Course Name: Organizational Behavior Topic: Conflict Resolution Strategies	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify different conflict resolution strategies (competition, collaboration, compromise, avoidance, accommodation). b. Explain the strengths and weaknesses of each strategy. c. Choose the most appropriate strategy for a given conflict scenario.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students How do you usually handle conflict situations? What are some challenges in resolving conflicts?2. Development (30 minutes)<ol style="list-style-type: none">a. Define and explain different conflict resolution strategies with examples and visual aids:<ul style="list-style-type: none">- Competition (Win-Lose)- Collaboration (Win-Win)- Compromise (Partial Win-Partial Win)- Avoidance (Withdrawing)- Accommodation (Giving In)b. Selecting the Right Strategy :<ul style="list-style-type: none">- Discuss factors to consider when choosing a conflict resolution strategy3. Exercise (5 minutes) –<ul style="list-style-type: none">- Provide a short written case of a conflict situation.- Ask students to identify the type of conflict and recommend the most suitable resolution strategy with a justification.
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly review the different conflict resolution strategies and their applications.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 501 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding



	<ul style="list-style-type: none">- What are the different conflict resolution strategies?- Why is it important to consider the strengths and weaknesses of each strategy?- How can you choose the most appropriate strategy for a specific conflict situation? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 38	Course Name: Organizational Behavior Topic: Negotiation- Negotiation strategies	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Identify key negotiation strategies Explain the importance of each strategy in achieving a successful negotiation outcome. Apply negotiation strategies to a simulated negotiation scenario.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Ask students Have you ever been in a negotiation situation? What are some challenges people face during negotiations? Development (20 minutes) <ol style="list-style-type: none"> Define and explain essential negotiation strategies with real-world examples: <ul style="list-style-type: none"> Preparation Communication Building Rapport (Trust, respect, understanding) Concession Strategy The Art of Negotiation: Discuss the importance of effective communication skills (verbal & nonverbal) in negotiation. Briefly touch upon negotiation tactics like questioning techniques or framing arguments. Exercise (15 minutes) – <ul style="list-style-type: none"> Divide students into pairs and provide a short negotiation scenario with clear objectives for each side. Ask them to role-play the negotiation, applying the learned strategies. Encourage students to switch roles after the first round for a well-rounded experience.
Closure	<ol style="list-style-type: none"> Summarize the key learning outcomes and ensure student understanding. Suggested Reading: <ul style="list-style-type: none"> Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 519 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>



Evaluation	Ask reflective questions to assess student understanding <ul style="list-style-type: none">- What are some key negotiation strategies?- Why is it important to build rapport during negotiations?- How can you choose the most appropriate strategy for a specific conflict situation? Spend 5 minutes to evaluate student assimilation of the lesson contents
-------------------	--



Lesson Plan No. 39	Course Name: Organizational Behavior Topic: Negotiation: Process and Issues	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Explain the key stages of the negotiation process. b. Identify common negotiation issues and strategies for addressing them.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What is negotiation? Have you ever participated in a negotiation? What was it about?2. Development (30 minutes)<ol style="list-style-type: none">a. Define negotiation and outline the key stages involved:<ul style="list-style-type: none">- Preparation and Planning- Initiation and Information Exchange- Bargaining and Concession Making- Agreement and Closureb. Explain each stage with real-world examples.c. Discuss common negotiation issues that can hinder success:<ul style="list-style-type: none">- Anchoring bias (focusing on initial offers)- Lack of communication and active listening- Emotional influences- Ethical dilemmasd. Introduce strategies to address these issues:<ul style="list-style-type: none">- Gathering information and setting realistic goals- Effective communication and active listening skills- Emotional control and building rapport3. Exercise (5 minutes) –<ul style="list-style-type: none">- Think-Pair- Share<p>Provide students a short negotiation scenario and tell them to discuss within groups, considering the negotiation process stages and addressing potential issues.</p>
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly review the negotiation process stages and common negotiation issues with strategies.2. Suggested Reading:



	<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 521 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the different stages of the negotiation process?- Why is it important to be aware of common negotiation issues?- How can you develop strategies to address these issues during a negotiation? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 40	Course Name: Organizational Behavior Topic: Organizational Change- Forces of change	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational change. b. Identify and explain the different forces that drive organizational change. c. Analyze the impact of these forces on organizations
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What is an organization? Can you think of any organizations that have undergone significant changes recently?- Introduce the concept of organizational change.- Explain the importance of understanding the forces that drive change.2. Development (20 minutes)<ol style="list-style-type: none">a. Defining Organizational Change:<ul style="list-style-type: none">- Define organizational change as a process of altering an organization's structure, culture, technology, or people.b. Internal Forces of Change:<ul style="list-style-type: none">- Explain internal forces as factors originating within the organization: Strategy changes Organizational structure Technology Management changes Employee attitudesc. External Forces of Change:<ul style="list-style-type: none">- Explain external forces as factors originating outside the organization: Economic conditions Technological advancements Government regulations Competitive landscape Social changesd. Impact of Forces on Organizations :<ul style="list-style-type: none">- Discuss how these forces can create both opportunities and challenges for organizations.3. Exercise (15 minutes) –



	<ul style="list-style-type: none">- Divide students into groups.- Assign each group a specific industry (e.g., technology, healthcare, retail).- Ask them to identify the primary internal and external forces of change impacting that industry.- Have each group present their findings to the class.
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly review the definition of organizational change and the different forces driving it.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 667 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the main forces that drive organizational change?- Why is it important for organizations to understand these forces?- How can organizations effectively respond to these forces? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 41	Course Name: Organizational Behavior Topic: Organizational Change- Planned change	Course No.: MBA-104
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational change and planned change. b. Identify the key stages of planned change. c. Explain the importance of resistance to change and strategies to manage it.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What are some examples of organizational changes you have observed? Why do organizations need to change?- Introduce the concept of organizational change and its importance in today's dynamic business environment.2. Development (30 minutes)<ol style="list-style-type: none">a. Organizational Change and Planned Change:<ul style="list-style-type: none">- Define organizational change and planned change.- Differentiate between planned and unplanned change.- Discuss the need for planned change in organizations.b. Stages of Planned Change:<ul style="list-style-type: none">- Introduce Lewin's three-step model of changec. Resistance to Change:<ul style="list-style-type: none">- Discuss the common reasons for resistance to change.- Explain the importance of managing resistance effectively.- Briefly introduce strategies for overcoming resistance3. Exercise (5 minutes) –<ul style="list-style-type: none">- Summarize on a paper
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.2. Suggested Readings:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 671- https://study.com/academy/lesson/the-planned-change-process.html/ <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding



	<ul style="list-style-type: none">- What is the difference between planned and unplanned change?- Why is managing resistance to change crucial for successful implementation?- How can organizations effectively plan and implement change? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 42	Course Name: Organizational Behavior Topic: Organizational Change-Resistance to Change	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define resistance to change. b. Identify common causes of resistance to change. c. Explain strategies for managing resistance to change.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask students Have you ever experienced resistance to change? What are some reasons why people resist change? - Introduce the topic of organizational change and its importance in today's business environment. 2. Development (20 minutes) <ol style="list-style-type: none"> a. Define Resistance to Change b. Discuss the main reasons for resistance to change, such as: <ul style="list-style-type: none"> - Uncertainty - Fear of the unknown - Loss of control - Habit - Disrupted relationships c. Present various strategies for overcoming resistance to change, including: <ul style="list-style-type: none"> - Education and communication - Participation and involvement - Facilitation and support - Negotiation and agreement - Manipulation and co-optation - Coercion 3. Exercise (15 minutes) – <ul style="list-style-type: none"> - Divide students into groups. - Present a case study of an organization facing resistance to change. - Ask each group to identify the main causes of resistance and recommend appropriate strategies to address it.
Closure	<ol style="list-style-type: none"> 1. Summarize the key learning outcomes and ensure student understanding. 2. Suggested Readings: <ul style="list-style-type: none"> - Book- Organizational Behaviour, LM Prasad, Pearsons



	<p>Education, Edition 18th (2018), Page No- 678</p> <p>https://hbr.org/1969/01/how-to-deal-with-resistance-to-change</p> <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the common causes of resistance to change?- Why is it important to manage resistance effectively?- Who can be affected by resistance to change in an organization? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 43	Course Name: Organizational Behavior Topic: Approaches to Managing Organizational Change	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify different models for managing organizational change b. Explain the key elements of each model. c. Analyze the strengths and weaknesses of different approaches to change management.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask students Have you ever experienced a major change in your workplace? What are some challenges organizations face when implementing change? - Introduce the topic of approaches to managing organizational change. - Briefly explain the importance of understanding different models for successful change implementation. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Introduce and explain key elements of different change management models: <ul style="list-style-type: none"> - Lewin's Change Management Model (Unfreeze, Change, Refreeze) - Kotter's 8-Step Change Model (Create a Sense of Urgency, Build a Guiding Coalition, etc.) - Discuss the underlying principles and assumptions of each model. b. Discuss on the strengths and weaknesses of each approach. <ul style="list-style-type: none"> - Consider factors that might influence the choice of a specific model 3. Exercise (5 minutes) – Think-Pair-Share <ul style="list-style-type: none"> - Identify the type of change involved in the college and analyze which change management model might be most suitable and why?
Closure	<ol style="list-style-type: none"> 1. Summarize the key learning outcomes and ensure student understanding. 2. Suggested Reading: <ul style="list-style-type: none"> - Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 685



	Spend 5 minutes to wrap up and consolidate the learning's
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are some different models for managing organizational change?- Why is it important to consider different approaches when implementing change?- How can you choose the most suitable model for a specific organizational change initiative? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 44	Course Name: Organizational Behavior Topic: Organizational culture: nature, creating and maintaining a culture	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational culture. b. Explain the key elements of organizational culture c. Describe the factors that contribute to creating and maintaining a strong organizational culture
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask students What is the "feel" of a particular company you know? Why do some companies seem to have happier or more productive employees? - Briefly introduce the concept of organizational culture. 2. Development (30 minutes) <ol style="list-style-type: none"> a. Define organizational culture and its key elements b. Explain how culture shapes employee experience and organizational effectiveness. c. Discuss factors that influence the creation of a company culture: <ul style="list-style-type: none"> - Founders' values and vision - Industry norms and expectations d. Explain how leadership plays a crucial role in shaping and reinforcing culture: <ul style="list-style-type: none"> - Role modeling desired behaviours - Making decisions that reflect company values e. Discuss other methods for maintaining a strong culture: <ul style="list-style-type: none"> - Reward systems that recognize desired behaviours - Company symbols, stories, and traditions 3. Exercise (5 minutes) – Think-Pair-Share <ul style="list-style-type: none"> - Show short video clips showcasing unique company cultures - Ask students to identify the elements of the culture and how it might be maintained.
Closure	<ol style="list-style-type: none"> 1. Summarize the key learning outcomes and ensure student understanding. <ul style="list-style-type: none"> - Briefly recap the definition and elements of organizational culture. - Reiterate the importance of leadership and other factors in



	<p>creating and maintaining a strong culture.</p> <p>2. Suggested Reading:</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 624 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What is organizational culture?- Why is it important for leaders to be aware of the company culture?- How can companies use various practices to maintain a strong culture? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 45	Course Name: Organizational Behavior Topic: Elements of Organizational Culture	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational culture. b. Identify key elements of a strong organizational culture c. Explain how organizational culture impacts employee behavior and organizational success
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students To share words that comes to mind when they think of "company culture."- Briefly explain its importance in shaping employee experience and organizational performance.2. Development (30 minutes)<ol style="list-style-type: none">a. Provide a clear definition of organizational culture.b. Discuss the core elements that contribute to a strong organizational culture:<ul style="list-style-type: none">- Values: Core beliefs and principles guiding behavior.- Leadership: How leaders embody and reinforce the culture.- Communication: Openness, transparency, and information flow.- Recognition: Appreciating and rewarding desired behaviors.- Others : teamwork, innovation, work-life balance, etc.c. Explain how organizational culture influences employee behavior, job satisfaction, and overall performance.d. Briefly discuss the positive and negative aspects of different cultural types3. Exercise (5 minutes) –<ul style="list-style-type: none">- Provide case studies or real-world examples of companies with distinct cultures.- Ask each group to analyze the case study and identify the key elements of the company's culture.- Encourage them to discuss the potential impact of that culture on employees.
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.<ul style="list-style-type: none">- Briefly review the definition and key elements of organizational culture.



	<p>2. Suggested Reading:</p> <ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 629 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What is organizational culture?- Why are elements like values and communication important for a strong culture?- How can a positive organizational culture contribute to an employee's decision to stay with a company? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 46	Course Name: Organizational Behavior Topic: Hofstede's cultural typology	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define culture and explain its importance in international business. b. Describe Hofstede's six cultural dimensions. c. Apply Hofstede's framework to analyze cultural differences between countries.
Teaching Aids (if any)	a. Power Point Presentations b. You tube Video
Teaching Development	1. Introduction (5 minutes) - Ask students What is culture? How can culture influence business practices? - Introduce the concept of cultural differences in international business. - Briefly explain the importance of understanding cultural nuances. 2. Development (30 minutes) a. Defining Culture b. Discuss the components of culture c. Hofstede's Cultural Dimensions: - Explain the concept of cultural dimensions. - Describe each of Hofstede's six dimensions: Power Distance Individualism vs. Collectivism Masculinity vs. Femininity Uncertainty Avoidance Long-Term Orientation vs. Short-Term Orientation Indulgence vs. Restraint d. Implications for Business : - Discuss how understanding cultural differences can impact business operations, marketing, and human resources. 3. Exercise (5 minutes) – - Divide students into groups. - Assign each group two countries with contrasting cultural profiles based on Hofstede's dimensions. - Ask groups to analyze the potential challenges and opportunities for a business operating in both countries.
Closure	1. Summarize the key learning outcomes and ensure student understanding. 2. Suggested Reding



	<ul style="list-style-type: none">- Video Link- https://www.youtube.com/watch?v=yKKruTRQ_2A- Briefly review the definition of culture and Hofstede's six dimensions.- Emphasize the importance of cultural awareness in international business. <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <ul style="list-style-type: none">- What are the main components of culture?- Why is it important to understand cultural differences in business?- How can Hofstede's framework be used to analyze cultural differences? <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>



Lesson Plan No. 47	Course Name: Organizational Behavior Topic: Organizational Development- Concept, Process	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational development b. Explain the key concepts and principles of OD. c. Outline the stages in the OD process.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask students What are the challenges organizations face today? How can organizations improve their performance and effectiveness?- Briefly introduce the concept of organizational development.2. Development (30 minutes)<ol style="list-style-type: none">a. Concept of Organizational Development:<ul style="list-style-type: none">- Define organizational development (OD) as a planned, systematic process of change.- Explain the core values of OD- Discuss the goals of ODb. OD Process :<ul style="list-style-type: none">- Outline the typical stages of the OD process: Diagnosis Intervention Evaluation Feedback3. Exercise (5 minutes) –<ul style="list-style-type: none">- One minute Paper
Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 694 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	Ask reflective questions to assess student understanding <ul style="list-style-type: none">- What is organizational development?- Why is OD important for organizations?- How does the OD process help organizations improve?



Model Institute of Engineering & Technology (Autonomous) Lesson Plan

Kot Bhalwal, Jammu

Spend 5 minutes to evaluate student assimilation of the lesson contents



Dr. Arun K. Gupta Teaching-Learning Centre

Version 1.1



Please Do Not Print Unless Necessary



Lesson Plan No. 48	Course Name: Organizational Behavior Topic: Case Study	Course No.: MBA-104
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define organizational development b. Explain the key concepts and principles of OD. c. Outline the stages in the OD process.
Teaching Aids (if any)	a. Power Point Presentations
Teaching Development	<p>1. Exercise (40 minutes) –</p> <ul style="list-style-type: none">- Case Study on Leadership and Organizational Culture <p>A mid-sized IT services company that has experienced rapid growth in the past five years. Despite the company's financial success, employee morale and job satisfaction have been declining. There is a high turnover rate among key employees, and the company is struggling to maintain a positive and collaborative work environment.</p> <p>Case Details:</p> <ul style="list-style-type: none">• The company has a flat organizational structure, with a strong emphasis on individual performance and achievement.• Employees report feeling overworked and undervalued, with little recognition for their contributions.• There is a lack of clear communication and transparency, leading to confusion and frustration among employees.• The company culture is highly competitive, with a focus on individual targets rather than team goals.• Recent surveys indicate a decline in employee engagement and a sense of disconnection from the company's mission and values. <p>Questions:</p> <ul style="list-style-type: none">• How does the company's leadership style contribute to the current organizational culture?• What are the specific behaviors that employees are exhibiting as a result of the current culture?• How can the company measure the impact of its culture on employee engagement and productivity?• What strategies can be implemented to create a more positive and collaborative work environment?



Closure	<ol style="list-style-type: none">1. Summarize the key learning outcomes and ensure student understanding.2. Suggested Reading:<ul style="list-style-type: none">- Book- Organizational Behaviour, LM Prasad, Pearsons Education, Edition 18th (2018), Page No- 694 <p>Spend 5 minutes to wrap up and consolidate the learning's</p>
Evaluation	<p>Ask reflective questions to assess student understanding</p> <p>Spend 5 minutes to evaluate student assimilation of the lesson contents</p>