

# GUJARAT TECHNOLOGICAL UNIVERSITY

## MASTER OF BUSINESS ADMINISTRATION

Year – I (Semester – I) (W.E.F. 2017-18)

Subject Name: ORGANIZATIONAL BEHAVIOR (OB)

Subject Code: 3519204

Subject Credits: 3

Total Marks: 150

### 1. Course Objective:

- Help the student understand how the 'people' side of the organizations affects effectiveness through concepts
- Develop the student's ability to observe, understand and analyze the behaviour within the organizational context
- Help the student develop basic skills to deal with the ongoing behavioral dynamics and contribute to organizational effectiveness

2. **Course Duration:** The course duration is of 36 sessions of 75 minutes each i.e. 45 hours.

### 3. Course Contents:

Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
I	<b>Basic Understanding of the context of OB:</b> <ul style="list-style-type: none"><li>• Introduction to Organizational Behaviour</li><li>• Understanding the process of Perception: How we make sense of Our environment</li><li>• Understanding Personality, Values, Attitude and their impact on behaviour at work</li><li>• Transactional Analysis</li></ul>	8	14
II	<b>Understanding dynamics of Individual behavior:</b> <ul style="list-style-type: none"><li>• Understanding Motivation at work.</li><li>• Understanding dynamics of Group behavior</li><li>• Understanding Groups and Teams, Group Dynamics</li></ul>	10	21

	<ul style="list-style-type: none"> <li>• Dynamics of Interpersonal behavior: Roles, communication.</li> <li>• Resistance to Change and Change Management</li> </ul>		
III	<b>Understanding Organizational dynamics of behaviour:</b> <ul style="list-style-type: none"> <li>• Managing Conflict</li> <li>• Stress and Negotiation</li> <li>• Understanding Decision-making</li> </ul>	8	14
IV	<b>Basic Theories of Leadership</b> <ul style="list-style-type: none"> <li>• Contemporary Issues in Leadership Practice</li> <li>• Understanding Power and Organizational Politics</li> <li>• Understanding Organizational Culture and changing it for effectiveness</li> </ul>	10	21
	<b>Practical</b> Students are assigned to work on organizational issues and prepare a small project on individual Role Model, Leadership Styles, Organizational study on Monetary and Non- Monetary Motivation given to their employees at all levels. Making students understand Group Dynamics by assigning group & team building exercises.	---	Internal Evaluation (30 Marks of CEC)
	<b>Total</b>	<b>36</b>	<b>70</b>

#### 4. Teaching Method:

The following pedagogical tools will be used to teach this course:

- Discussions on concepts and issues of Organizational Behaviour.
- Case discussion covering a cross section of decision situations.
- Projects/ Assignments/ Quizzes/ Class participation etc

## 5. Evaluation:

The evaluation of participants will be on continuous basis comprising of the following Elements:

A	Projects/ Assignment/ Quizzes/ Class participation etc.	Weightage 50 Marks (Assessment of CEC)
B	Internal Examination (Mid-Semester Examination)	Weightage 30 Marks (Internal Assessment)
C	End – Semester Examination (University Examination)	Weightage 70 Marks (External Assessment)

## 6. Text Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Margi Parikh & Rajan Gupta	Organizational Behavior	McGraw-Hill	2010 / Latest Edition
2	K. Aswathappa	Organizational Behaviour	Himalaya Publishing House Pvt. Ltd.	Latest Edition
3	Stephen Robbins	Organizational Behavior	Pearson Education	13 <sup>th</sup> or Latest Edition

**Note:** Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

## Other Readings:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Udai Pareek	Understanding Organizational Behavior	Oxford University Press	2nd Ed, Latest
2	Fred Luthans	Organizational Behavior	McGraw-Hill	Latest Edition
3	Gregory Moorhead & Ricky W. Griffin	Organizational Behaviour	Jaico Publication	Latest Edition
4	Niraj Kumar	Organizational Behaviour	Himalaya Publishing House Pvt. Ltd.	Latest Edition
5	PG Aquinas	Organizational Behaviour	Excel Books	Latest Edition
6	Debra L. Nelson & James C. Quick	Organizational Behaviour	Cengage Learning	5 <sup>th</sup> Edition

7	Mirza Saiyadain, J. S. Sodhi and Rama J. Joshi	Case in Organization Behaviour and HRM	Tata Mcgraw-Hill	Latest Edition
9	Robert Kreitner and Angelo Kinicki	Organizational Behaviour	Tata Mcgraw-Hill	Latest Edition
10	S. S. Khanka	Organizational Behaviour	Vikas Publishing	Latest Edition
11	Kavita Singh	Organizational Behaviour	Pearson Edition	Latest Edition

### 7. List of Journals/Periodicals/Magazines/Newspapers, etc.

The Students will have to refer to past issues of the following journals in order to get relevant topic/ information pertaining to the subject.

**Harvard Business Review, Decision, Vikalpa,**

### 8. Session Plan:

No. of Sessions	Topic to be Covered
1-2	Introduction to OB, Understanding the process of Perception: How we make sense of Our environment
3-8	Understanding Personality, Values, Attitude and their impact on behaviour at work, Transactional Analysis
9-10	Understanding Motivation at work
11-14	Understanding dynamics of Group behavior Understanding Groups and Teams, Group Dynamics
15-18	Dynamics of Interpersonal behavior: Roles, communication. Resistance to Change and Change Management
19-22	Managing Conflict and Stress & Negotiation
23-26	Understanding Decision-making
27-30	Contemporary Issues in Leadership Practice
31-33	Understanding Power and Organizational Politics
34-36	Understanding Organizational Culture and changing it for effectiveness

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