



GUJARAT TECHNOLOGICAL UNIVERSITY

Syllabus for Master of Business Administration, 1st Semester

Subject Name: Organizational Behaviour (OB)

Subject Code: 4519204

With effective
from academic
year 2018-19

1. Learning Outcome:

Learning Outcome Component	Learning Outcome (Learner will be able to)
Business Environment and Domain Knowledge (BEDK)	<ul style="list-style-type: none"> • <i>Analyze</i> workplace behaviours using the theoretical frameworks and perspectives.
Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	<ul style="list-style-type: none"> • <i>Develop</i> knowledge and skills to formulate strategies and recommendations to achieve organization behavioural outcomes.
Global Exposure and Cross-Cultural Understanding (GECCU)	<ul style="list-style-type: none"> • <i>Assess</i> the impact of different cultures on the individual's behaviour and thereby its influence on group dynamics and business performance.
Social Responsiveness and Ethics (SRE)	<ul style="list-style-type: none"> • <i>Evaluate</i> social and ethical implications of strategies to achieve desired organization behavioural outcomes.
Effective Communication (EC)	<ul style="list-style-type: none"> • <i>Analyze</i> and <i>differentiate</i> tactics of communication for improving organizational effectiveness.
Leadership and Teamwork (LT)	<ul style="list-style-type: none"> • <i>Build</i> people and leadership skills essential for managerial success. • <i>Examine</i> group dynamics, group types and team working techniques. • <i>Identify</i> leadership styles and the role of leaders in a decision making process

2. **Course Duration:** The course duration is of **40 sessions of 60 minutes each.**

3. Course Contents:

Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
I	<p>Foundations of Management and O.B: Concepts of Management, Science or Art, Management and Administration, Management thoughts by Management Gurus, Functions of Management, Types of Business Organization, Managerial roles, Overview of management process.</p> <p>Concepts of O.B:</p> <ul style="list-style-type: none"> • Understanding OB • Model of OB • Disciplines contributing to the field of OB 	10	17
II	<p>Understanding dynamics of Individual behavior: Understanding Personality, Values, Attitude and their impact on behavior at work, Understanding motivation at work</p>	10	17
III	<p>Understanding dynamics of Group behavior: Understanding the process of Perception: How we make sense of Our environment , Understanding Groups and Teams, Group Dynamics, Transactional Analysis, Organizational Change and stress Management</p>	10	18



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IV	<p>Understanding Organizational dynamics of Behaviour:</p> <ul style="list-style-type: none"> • Conflict and Negotiation • Understanding Decision-making • Understanding Power and Organizational Politics • Organizational Culture • Basic Theories of Leadership <ul style="list-style-type: none"> ○ Behavioral theories ○ Fiedler model ○ LMX theory ○ Path-goal theory • Contemporary Issues in Leadership Practice 	10	18
V	<p>Small project on individual Role Model (famous Indian or International Leaders)</p> <ul style="list-style-type: none"> • Case studies on 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 	---	(30 marks CEC)

4. Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive class room discussions

5. Evaluation:

Students shall be evaluated on the following components:

A	Internal Evaluation	(Internal Assessment- 50 Marks)
	• Continuous Evaluation Component	30 marks
	• Class Presence & Participation	10 marks
	• Quiz	10 marks
B	Mid-Semester examination	(Internal Assessment-30 Marks)
C	End –Semester Examination	(External Assessment-70 Marks)

6. Reference Books:

No.	Author	Name of the Book	Publisher	Year of Publication / Edition
1	Stephen Robbins	Organizational Behavior	Pearson Education	13th or Latest Edition
2	Margi Parikh & Rajan Gupta	Organizational Behavior	McGraw-Hill	2010, Latest Edition
3	K. Aswathappa	Organizational Behaviour	Himalaya	Latest Edition
4	Tripathy PC and Reddy PN	Principles of Management	McGraw-Hill	Latest edition



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5	Udai Pareek	Understanding Organizational Behavior	Oxford University Press	2nd Ed, Latest
6	Fred Luthans	Organizational Behavior	McGraw-Hill	Latest Edition
7	Gregory Moorhead & Ricky W. Griffin	Organizational Behaviour	Jaico Publication	Latest Edition
8	Niraj Kumar	Organizational Behaviour	Himalaya	Latest Edition
9	PG Aquinas	Organizational Behaviour	Excel Books	Latest Edition
10	Debra L. Nelson & James C. Quick	Organizational Behaviour	Cengage Learning	5th Edition
11	Mirza Saiyadain, J. S. Sodhi and Rama J. Joshi	Case in Organization Behaviour and HRM	Mcgraw-Hill	Latest Edition
12	Robert Kreitner and Angelo Kinicki	Organizational Behaviour	Mcgraw-Hill	Latest Edition
13	S. S. Khanka	Organizational Behaviour	Vikas Publishing	Latest Edition
14	Kavita Singh	Organizational Behaviour	Pearson Edition	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.

7. List of Journals / Periodicals / Magazines / Newspapers / Web resources, etc.

1. Journal of Organizational Behaviour
2. Research in organizational behavior
3. Organizational behavior & Human Decision processes
4. Harvard Business Review
5. Journal of Management