

MBA104: Organizational Behavior

Course objective:- To understand what managers do in organizations and the way their roles affect employee performance, motivation and organizational culture.

Detailed Contents

Unit	Content	Hrs/Weightage
Unit 1:	Organizational Behavior: Definition of OB, contributing disciplines to OB, challenges and opportunities for OB; Foundations of Individual behavior - biographical characteristics, ability, and learning; Values, Attitudes, Personality and Emotions; Perception	10/25%
Unit 2:	Job Satisfaction; Foundations of Group Behavior: Group formation, development and structure, Group Processes, Group Decision- making Techniques, Work Teams. Interpersonal Skill- Transactional analysis,, Conflict Management, Stress Management, Crisis Management; Organizational Change & Development, Innovation, Creating a Learning Organization; Organizational Culture; Organizational Effectiveness	10/25%
Unit 3:	Motivational theories, Leadership – Meaning –styles, qualities & function of leader, Stress Management , Culture and Change: Introduction, Concept of Culture, Fundaments of Culture, Fundamentals of Change,	10/25%
Unit 4:	Moral Values and Ethics: values; concepts, types and formation of values, ethics and behavior; values of Indian managers; managerial excellence through human values; development of ethics, ethical decision making; business ethics: the changing environment and stakeholder management, relevance of ethics and values in business; spiritual values; modern business ethics and dilemmas; overview of CSR and sustainability.	10/25%

Course Learning Outcomes (CLO)

On completion of this course, the students will be able to:

- 1 Demonstrate the applicability of the concept of organizational behavior to understand the behavior of people in the organization.
- 2 Demonstrate the applicability of analyzing the complexities associated with management of individual behavior in the organization.
- 3 Analyze the complexities associated with management of the group behavior in the organization.

Text Books

1. Robbins S. P., Organization Behavior, Pearson Education Asia
2. Luthans F., Organization Behavior, Tata McGraw Hill