



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"> Describe organizational behavior and differentiate between the three levels of influence – individual, group and organization.
Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	<ul style="list-style-type: none"> Describe how individual personality and behavior impacts professional work experience.
Global Exposure and Cross-Cultural Understanding (GECCU)	<ul style="list-style-type: none"> Discuss the impact that diversity of race, gender, ability, religion, and age has on the workplace. Discuss the impact organizational culture has on individuals and the workplace.
Social Responsiveness and Ethics (SRE)	<ul style="list-style-type: none"> Debate and discuss the unethical practices prevalent in motivating individuals. Compare and contrast the influence of leadership styles on employee motivation and satisfaction.
Effective Communication (EC)	<ul style="list-style-type: none"> Discuss and propose solutions for issues of conflict negotiation, stress, power and politics in a given situation.
Leadership and Teamwork (LT)	<ul style="list-style-type: none"> Examine group types and team working techniques. Compare leadership styles of contemporary business leaders.

LO – PO Mapping: Correlation Levels:

1 = Slight (Low); 2 = Moderate (Medium); 3 = Substantial (High), “-“= no correlation

Sub. Code: 4519204	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
LO1: Describe organizational behavior and differentiate between the three levels of influence – individual, group and organization.	3	1	-	2	1	2	1	1	3
LO2: Describe how individual personality and behavior impacts professional work experience.	2	1	1	2	-	1	1	1	1
LO3: Discuss the impact that diversity of race, gender, ability, religion, and age has on the workplace.	1	1	1	1	3	-	2	1	1
LO4: Discuss the impact organizational culture has on individuals and the workplace.	1	1	1	1	3	-	2	1	1
LO5: Debate and discuss the unethical practices prevalent in motivating individuals.	1	1	1	1	2	-	3	1	1



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LO6: Compare and contrast the influence of leadership styles on employee motivation and satisfaction.	1	1	1	1	2	-	3	1	1
LO7: Discuss and propose solutions for issues of conflict negotiation, stress, power and politics in a given situation.	1	1	2	3	-	-	-	1	1
LO8: Examine group types and team working techniques.	1	-	2	2	-	3	-	-	-
LO9: Compare leadership styles of contemporary business leaders.	1	2	2	1	1	3	-	-	-

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	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. Concepts of O.B: <ul style="list-style-type: none"> Understanding OB Model of OB Disciplines contributing to the field of OB 	10	17
II	Understanding dynamics of Individual behavior: Understanding Personality, Values, Attitude and their impact on behavior at work, Understanding motivation at work	10	17
III	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	10	18
IV	Understanding Organizational dynamics of Behaviour: <ul style="list-style-type: none"> Conflict and Negotiation Understanding Decision-making Understanding Power and Organizational Politics Organizational Culture Basic Theories of Leadership 	10	18



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	<ul style="list-style-type: none"> ○ Behavioral theories ○ Fiedler model ○ LMX theory ○ Path-goal theory ● Contemporary Issues in Leadership Practice 		
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
5	Udai Pareek	Understanding Organizational Behavior	Oxford University Press	2nd Ed, Latest
6	Fred Luthans	Organizational Behavior	McGraw-Hill	Latest Edition
7	Gregory Moorhead	Organizational	Jaico Publication	Latest Edition



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	& Ricky W. Griffin	Behaviour		
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