



# GUJARAT TECHNOLOGICAL UNIVERSITY

Syllabus for Master of Business Administration, 1<sup>st</sup> Semester

Subject Name: Organizational Behaviour

Subject Code: 1519604

With effective  
from academic  
year 2020-21

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

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><b>Foundations of Management and O.B:</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><b>Concepts of O.B:</b></p> <ul style="list-style-type: none"> <li>• Understanding OB</li> <li>• Model of OB</li> <li>• Disciplines contributing to the field of OB</li> </ul>	10	17
II	<p><b>Understanding dynamics of Individual behavior:</b> Understanding Personality, Values, Attitude and their impact on behavior at work, Understanding motivation at work</p>	10	17
III	<p><b>Understanding dynamics of Group behavior:</b> 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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<b>IV</b>	<p><b>Understanding Organizational dynamics of Behaviour:</b></p> <ul style="list-style-type: none"> <li>• Conflict and Negotiation</li> <li>• Understanding Decision-making</li> <li>• Understanding Power and Organizational Politics</li> <li>• Organizational Culture</li> <li>• Basic Theories of Leadership               <ul style="list-style-type: none"> <li>○ Behavioral theories</li> <li>○ Fiedler model</li> <li>○ LMX theory</li> <li>○ Path-goal theory</li> </ul> </li> <li>• Contemporary Issues in Leadership Practice</li> </ul>	10	18
<b>V</b>	<p>Small project on individual Role Model (famous Indian or International Leaders)</p> <ul style="list-style-type: none"> <li>• Case studies on Leadership Styles</li> <li>• Organizational study on Monetary and Non-Monetary Motivation given to their employees at all levels</li> <li>• Making students understand Group Dynamics by assigning group &amp; team building exercises</li> </ul>	---	(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:

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

#### 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