

NIRMA UNIVERSITY
Institute of Technology
Bachelor of Technology
Open Elective (all Dept.)

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Course Code	2HSEO53
Course Title	Organizational Behaviour

Course Outcomes (CO):

At the end of the course, students will be able to-

1. comprehend and apply principles of organizational dynamics relating to systems, culture, structure and change processes
2. develop critical analytical skills that will help them diagnose situations pertaining to human behaviour and generate effective solutions for the same
3. comprehend performance behaviour at individual and group levels
4. develop the ability to lead and motivate others to succeed

Syllabus:

Teaching Hours: 30

Unit I	3
Introduction to Organizational Behaviour: Concept of Organizational Behaviour (OB), History, Nature and scope of OB, Key elements in OB, Inter-disciplinary contribution to OB, Managerial Roles	
Unit II	3
Individual Behaviour, Values & Personality: Concept of Individual Differences, Values commonly studied across culture, Fundamentals and Determinants of Personality, Big Five Dimensions, Personality Theory, Personality Traits	
Unit III	5
Learning & Perception: Fundamentals of Learning, Learning Theories - Classical Conditioning Theory, Operant Conditioning Theory, Social Learning Theory, Behavior Modification, Definition of Perception, Perceptual Process, Common Perceptual Errors.	
Unit IV	4
Motivation: Basic concept of Motivation, Theories of Motivation – Maslow, Herzberg's Two Factor Theory, ERG, McClelland, Equity and Vroom's Expectancy Theory	
Unit V	6
Leadership: Introduction, Leadership Theories - Trait Theories, Behavioural Theories and Situational Theories	
	2

Unit VI

Group Dynamics: Defining and classifying groups, Stages of group development, Group Properties – Roles, Norms, Status, Size and Cohesiveness, Group Decision making

4

Unit VII

Managing Change in Organization: Definition, Forces of Change, Causes for Resistance to Change, Overcoming Resistance to change, Force Field Analysis and Kotter's Model for Change

3

Unit VIII

Organizational Culture: Meaning, Strong Culture vs. Weak Culture, Creating & sustaining Culture, Socialization

Self-Study:

Self-study contents will be declared at the commencement of the semester. Around 10% of the questions will be asked from the self-study contents.

Suggested Readings^:

1. Robbins, S.P. Judge, T.A. &, Sanghi, Seema. Organizational Behavior, Pearson.
2. Pareek, U, Understanding Organizational Behavior, Oxford University Press.
3. Luthans, F. Organizational Behaviour, Tata McGraw Hill.
4. Sekaran, U. Organizational Behaviour: Text and Cases, Tata McGraw Hill
5. Kreitner, R. & Kinicki, A. Organizational Behavior, McGrawHill/Irwin
6. Davis, K. & Newstrom, J.W. Organizational Behaviour, Tata McGraw Hill
7. Slocum, J.W & Hellreigal, D. Fundamentals of Organizational Behaviour, Cengage Learning

L = Lecture, T = Tutorial, P = Practical, C = Credit

^ this is not an exhaustive list