

NIRMA UNIVERSITY
Institute of Management
Master of Business Administration (Family Business & Entrepreneurship) Programme
Term - I

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Course Code	MFB4CCOB02
Course Title	Organizational Behaviour

Course Learning Outcomes (CLO):

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

1. Identify different forms of organization and their features and explain their relevance in a particular business context.
2. Evaluate and examine their own behaviour and that of others in an organizational setting.
3. Appraise their ability to manage, lead and work with other people in an organizational setting.
4. Assess and analyze human behaviour problems like conflict, low motivational levels, politics, attitudinal issues etc. and develop solutions to these problems.
5. Develop ethical thinking.

Syllabus

Teaching Hours

Unit I: Individual Behaviour - Personality <ul style="list-style-type: none"> • Personality & Self-Awareness • Emotional Intelligence 	02
Unit II: Individual Behaviour – Perception & Attribution <ul style="list-style-type: none"> • Perception • Attitude – Job Satisfaction & Organizational Commitment • Attribution • Ethics & Values 	05
Unit III: Individual Behaviour – Motivation & Personal Effectiveness <ul style="list-style-type: none"> • Motivation Structure & Processes • Motivation – Application • Communication & Interpersonal Communication • Feedback and Personal Effectiveness 	06
Unit IV: Group Behaviour <ul style="list-style-type: none"> • Power, Empowerment & Influence • Leadership Approaches • Leadership Development • Groups & Group Processes • Decision Making in Groups • Team Building and Development • Conflict and Negotiations • Intergroup Processes • Managing Stress 	14
Unit V: Organizations and Organizing <ul style="list-style-type: none"> • Organizational Structure & Design • Organizational Culture • Organizational Change & Development 	03

Suggested Readingsⁱ:

1. Daft, R. L. *Organizational Theory and Design*. New Delhi: Cengage Learning.
2. Khandwalla, P. N. *Organizational Designs for Excellence*. New Delhi: Tata McGraw Hill Publishing Company Limited.
3. Luthans, F.; Luthans, B. C. &Luthans, K. W. *Organizational Behaviour: An Evidenced Based Approach*. USA: Information Age Publishing.
4. Pareek, U. & Khanna, S. *Understanding Organizational Behaviour*. Delhi: Oxford University Press.
5. Robbins, S. and Barnwell, N. *Organization Theory – Concepts and Cases*. Australia: Pearson.
6. Slocum, J.W. Jr &Hellriegel, D.*Principles of Organizational Behaviour*. International Edition. USA: South -Western Cengage Learning.

ⁱThis is not an exhaustive list

w.e.f. Academic year 2019-20 and onwards