

Nirma University
Institute of Law
B.Com.,LL.B. (Hons) Programme
Academic Year 2020-21
Semester – II

L	T	P	C
3	1	-	4

Credit: 4
Hours: 60

Course Code	2BBL241
Course Title	Organizational Behaviour

Course Learning Outcome (CLO)

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

1. Analyse the behaviour of individuals and groups in organizations.
2. Demonstrate understanding of organizational behaviour theories
3. Apply Organizational Behavior concepts to managerial situations.
4. Develop team building skills
5. Recognize the significance of learning and perception
6. Relate to organizational change, culture and conflict

Syllabus

Teaching Hours: 60

Unit I. Introduction to Organizational Behaviour

(6 Hours)

- Concept and dimensions of Behaviour- Individual, Organizational, Institutional . and Cultural
- History, Nature and Scope of Organizational behaviour
- Key elements in Organizational behaviour
- Interdisciplinary contribution to organizational behaviour

Unit II. Individual Behaviour Values and Personality

(8 Hours)

- Concept of Individual Differences
- Values commonly studies across culture
- Fundamentals and determinants of personality
- Personality Traits

Unit III. Learning and Perception

(8 Hours)

- Fundamentals of learning
- Learning theories
- Behaviour Modification
- Definition of Perception, Perceptual Process
- Perceptual bias

Unit IV. Group Dynamics (8 Hours)

- Defining and classifying groups
- Stages of group development
- Group Properties
- Group Decision making

Unit V. Interdependence and role relationships (8 Hours)

- Types of Interdependence
- Implication of Interdependence
- Norms and Role
- Socialization to new roles

Unit VI. Organizational Change, Culture and Development (10 hours)

- Definition, forces of Change
- Resistance to change
- Kurt Lewin's Change Model
- Creating and Sustaining Culture
- Organisational Development Interventions

Unit VII. Power Politics and Conflicts (12 hours)

- Sources of Power
- Conditions that stimulate politics
- Political Tactics
- Managing Destructive Politics
- Nature and types of Conflicts
- Conflict process
- Conflict management

Suggested Readings:

1. Morgan, C., King, R., Weisz, J., & Schopler, J. (2017). *Introduction to psychology*. New York: McGraw-Hill.
2. Larsen, R., Buss, D., King, D., & Ensley, C. (2017). *Personality psychology* (4th ed.). New Delhi: McGraw Hill Education.
3. Robins.S., (2018), *Organizational behaviour*, Pearson Education, 18th edition, India
4. Luthans,F., (2017),*Organizational Behaviour an evidence based approach*, Mc Graw Hill Education 12th edition, India
5. Pareek U., (2011) *Understanding Organizational Behaviour*, Oxford University Press 3rd edition, India
6. Schein, E., & Schein, P. (2017). *Organization culture and leadership* (5th ed.). Hoboken, New Jersey: Wiley Publications.
7. Newstrom, J.,(2017)*Organizational Behaviour – Human Behaviour at work*, Mc Graw Hill Education 12th edition, India
8. Hersey,P., Blanchard,K. & Johnson,D. (2015), *Management of Organizational Behaviour*, Pearson Education, 10th edition. India.

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