

NIRMA UNIVERSITY

Institute:	Institute of Law
Name of Programme:	B.B.A.,LLB (Hons)
Course Code:	2LB203CC26
Course Title:	Organisational Behaviour
Course Type:	Core
Year of Introduction	2026

Course Learning Outcomes:

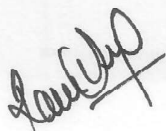
After completion of the course, the students will be able to:

1. Understand the structure, functions, and evolution of the Indian financial system. (BL-1)
2. Analyze financial markets, institutions, services, and regulations. (BL-2)
3. Apply knowledge to real-world financial decision-making for business careers. (BL-3)

Content

Teaching Hours:60

Unit I	Introduction to Financial System	10 Hours
	1.1 Financial system components functions, 1.2 Economic role, 1.3 Flow of funds matrix 1.4 SWOT analysis, 1.5 RBI/SEBI oversight, 1.6 post-1991 reforms including NPA management basics. 1.7 Historical evolution and recent trends.	
Unit II	Financial Markets Overview	7 Hours
	2.1 Money market instruments (call money, T-bills, commercial papers) 2.2 Capital market structure, 2.4 Participants, reforms, and liquidity-resource allocation roles. 2.4 Market interlinkages.	
Unit III	Primary Market	10 Hours
	3.1 IPO mechanisms 3.2 Rights issues, 3.3 Book-building 3.4 Pricing methods, and PSU disinvestment processes under SEBI guidelines.	
Unit IV	Motivation	10Hours
	4.1 Basic concept of motivation 4.2 Maslow's theory of needs 4.3 Herzberg Two factor theory 4.4 ERG theory 4.5 Goal-Setting theory 4.6 McClelland's need theory 4.7 Equity theory 4.8 Vroom's expectancy theory	



15 Hours

- 5.1 Definition
- 5.2 Trait theory of Leadership
- 5.3 Behavioural theory of leadership
 - (a) Ohio-State leadership studies
 - (b) Michigan University Studies
- 5.4 Situational theory of Leadership
 - (a) Fiedler's contingency model
 - (b) Path-Goal theory
 - (c) Hersey-Blanchard Model

8 hours

- 6.1 Definition
- 6.2 Forces of change
- 6.3 Causes for resistance to change
- 6.4 Overcoming resistance to change
- 6.5 Lewin's change model
- 6.6 Managing Brands in the Digital Era
- 6.7 Legal and Ethical Aspects in Brand Management

- 8.1 Nature and type of conflict
- 8.2 Causes and outcomes of conflict
- 8.3 Response to conflict
- 8.4 Negotiation process, strategies and tactics
- 8.5 Bases of individual power
- 8.6 Organisational Politics

Self-Study: NA
Suggested List of NA

Experience:

Suggested

Reference:

Reading

- Robins. P. Stephens (), “Organisational Behaviour”, Prentice-Hall of India Private Limited.
- Dr. Niraj Kumar (2009), “Organisational Behaviour”, Himalaya Publishing House.
- McShane Steven, Mary Ann von Glinow, Radha S Sharma (2008), “Organisational Behaviour”, Tata McGraw Hill.
- Hill, Michael, C. Chet Milles, Adrienne (2009), “Organisational Behaviour”, John Wiley and sons.
- Tyagi, Archana (2001), “Organisational Behaviour”, Excel Books.
- Robins. P. Stephens (), “Organisational Behaviour”, Prentice-Hall of India Private Limited.
- Luthans, Fred (1998), “Organisational Behaviour”, Irwin McGraw Hill.

Suggested Case List: NA