

NIRMA UNIVERSITY

Institute:	Institute of Technology
Name of Programme:	BTech (All Programmes)
Course Code:	2HS401CC23
Course Title:	Organisational Behaviour
Course Type:	Common
Year of Introduction:	2023-24

L	T	Practical Component				C
		LPW	PW	W	S	
2	1	-	-	-	-	3

Course Learning Outcomes (CLOs):

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 (BL2)
2. acquire critical analytical skills that will help them diagnose situations pertaining to human behaviour and generate effective solutions for the same (BL3)
3. distinguish performance behaviour at individual and group levels (BL4)
4. illustrate the ability to lead and motivate others to succeed. (BL3)

Unit	Contents	Teaching hours (Total 30)
Unit I	Introduction to Organizational Behaviour: Concept of Organizational Behaviour (OB), Nature and scope of OB, Key elements in OB, Inter-disciplinary contribution to OB, Managerial Roles	03
Unit II	Personality Fundamentals and Determinants of Personality, Big Five Dimensions, Personality Theory, Personality Traits	03
Unit III	Learning & Perception: Fundamentals of Learning, Learning Theories - Classical Conditioning Theory, Operant Conditioning Theory, Social Learning Theory, Behaviour Modification, Definition of Perception, Perceptual Process, Common Perceptual Errors.	05
Unit IV	Motivation: Basic concept of Motivation, Theories of Motivation – Maslow, Herzberg's Two Factor Theory, ERG, McClelland, Equity and Vroom's Expectancy Theory	04
Unit V	Leadership: Introduction, Leadership Theories - Trait Theories, Behavioural Theories and Situational Theories	06
Unit VI	Group Dynamics: Defining and classifying groups, Stages of group development, Group Properties – Roles, Norms, Status, Size and Cohesiveness, Group Decision making	02
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	04
Unit VIII	Organizational Culture: Meaning, Strong Culture vs. Weak Culture, Creating & sustaining Culture, Socialization	03

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.

Suggested Tutorials:

This shall consist of at least 8 tutorials* based on the syllabus.

(*The tutorials are to be planned in the form of case- studies/presentations/group discussions.)

Sr. No.	Session	Title	Hours
1	I	Difficult Transitions	02
2	II	The Mumbai Dabbawala's	02
3	III	Culture Shock	02
4	IV	Differing Perceptions at Clarkston Industries	02
5	V	More Than a Pay check	02
6	VI	Enriching Jobs at Standard Decoy	02
7	VII	A Difficult Task Force	02
8	VIII	A Big Step for Peak Electronics	02