

# NIRMA UNIVERSITY

<b>Institute:</b>	Institute of Technology
<b>Name of the Programme:</b>	B. Tech. (All Programmes)
<b>Course Code:</b>	2HS401
<b>Course Title:</b>	Organisational Behaviour
<b>Course Type:</b>	Common
<b>Year of introduction:</b>	2023-24

L	T	Practical component				C
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## Course Learning Outcomes (CLO):

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

- I. Comprehend and apply principles of organisational 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

## Ssyllabus:

## Teaching hours

<b>Unit I</b>	<b>3</b>
<b>Introduction to Organisational Behaviour:</b> Concept of Organisational Behaviour (OB), Nature and scope of OB, Key elements in OB, Inter-disciplinary contribution to OB, managerial roles	
<b>Unit II</b>	<b>3</b>
<b>Personality</b> Fundamentals and determinants of personality, big five dimensions, personality theory, personality traits	
<b>Unit III</b>	<b>5</b>
<b>Learning &amp; Perception:</b> Fundamentals of learning, learning theories - classical conditioning theory, operant conditioning theory, social learning theory, behaviour modification, definition of perception, perceptual process, common perceptual errors.	
<b>Unit IV</b>	<b>4</b>
<b>Motivation:</b> Basic concept of motivation, theories of motivation – Maslow, Herzberg's two factor theory, erg, McClelland, equity and vroom's expectancy theory	
<b>Unit V</b>	<b>6</b>
<b>Leadership:</b> Introduction, leadership theories - trait theories, behavioural theories and situational theories	
<b>Unit VI</b>	<b>2</b>
<b>Group Dynamics:</b> Defining and classifying groups, stages of group development, group properties – roles, norms, status, size and cohesiveness, group decision making	
<b>Unit VII</b>	<b>4</b>
<b>Managing Change in Organization:</b> Definition, forces of change, causes for	

resistance to change, overcoming resistance to change, force field analysis and Kotter's model for change

### **Unit VIII**

**3**

**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 Behaviour, Pearson.
2. Pareek, U, Understanding Organizational Behaviour, Oxford University Press.
3. Luthans, F. .Organizational Behaviour, Tata McGraw Hill.
4. Sekaran, U. Organizational Behaviour: Text and Cases, Tata Mc Graw Hill
5. Kreitner, R. & Kinicki, A. Organizational Behaviour, McGraw-Hill/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