

NIRMA UNIVERSITY

Institute:	Institute of Technology
Name of the 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-

- comprehend and apply principles of organizational dynamics relating to systems, culture, structure and change processes (BL2)
- acquire critical analytical skills that will help them diagnose situations pertaining to human behaviour and generate effective solutions for the same (BL3)
- distinguish performance behaviour at individual and group levels (BL4)
- 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^: Robbins, S.P. Judge, T.A. &, Sanghi, Seema. *Organizational Behavior*, Pearson.
Pareek, U, Understanding *Organizational Behavior*, Oxford University Press.
Luthans,F. *Organizational Behaviour*, Tata McGraw Hill.
Sekaran,U. *Organizational Behaviour: Text and Cases*, Tata Mc Graw Hill.
Kreitner, R. & Kinicki, A. *Organizational Behavior*, McGrawHill/Irwin.
Davis,K. &Newstorm, J.W. *Organizational Behaviour*, Tata McGraw Hill.
Slocum, J.W & Hellreigal, D. *Fundamentals of Organizational Behaviour*, Cengage Learning.

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

^ this is not an exhaustive list

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