

**NIRMA UNIVERSITY**

<b>Institute:</b>	<b>Institute of Technology</b>
<b>Name of the Programme:</b>	<b>BTech (All Programmes)</b>
<b>Course Code:</b>	<b>2HS401CC23</b>
<b>Course Title:</b>	<b>Organisational Behaviour</b>
<b>Course Type:</b>	<b>Common</b>
<b>Year of introduction:</b>	<b>2023-24</b>

L	T	Practical Component				C
		LPW	PW	W	S	
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**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	<b>Introduction to Organizational Behaviour:</b> Concept of Organizational Behaviour (OB), Nature and scope of OB, Key elements in OB, Inter-disciplinary contribution to OB, Managerial Roles	<b>03</b>
Unit II	<b>Personality</b> Fundamentals and Determinants of Personality, Big Five Dimensions, Personality Theory, Personality Traits	<b>03</b>
Unit III	<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>05</b>
Unit IV	<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>04</b>
Unit V	<b>Leadership:</b> Introduction, Leadership Theories - Trait Theories, Behavioural Theories and Situational Theories	<b>06</b>
Unit VI	<b>Group Dynamics:</b> Defining and classifying groups, Stages of group development, Group Properties – Roles, Norms, Status, Size and Cohesiveness, Group Decision making	<b>02</b>
Unit VII	<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	<b>04</b>
Unit VIII	<b>Organizational Culture:</b> Meaning, Strong Culture vs. Weak Culture, Creating & sustaining Culture, Socialization	<b>03</b>

**Self-Study:**

The self-study contents will be declared at the commencement of semester. Around 10% of the questions will be asked from 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 Mc Graw 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.

^ 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

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

w.e.f. academic year 2023 - 24 and onwards