

NIRMA UNIVERSITY

<b>Institute:</b>	Institute of Technology
<b>Name of the Programme:</b>	B. Tech. (All Programmes)
<b>Course Code:</b>	2HS302
<b>Course Title:</b>	Organisational Behaviour
<b>Course Type:</b>	Common
<b>Year of introduction:</b>	2023-24

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

**Course Learning Outcomes (CLO):**

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

**Syllabus:**

**Teaching hours:**

<b>Unit I</b>	<b>3</b>
<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>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, Behavior 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	

*Handwritten signature*

*Handwritten signature*

<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	
<b>Unit VIII</b>	<b>3</b>
<b>Organizational Culture:</b> 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 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

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

*Handwritten signature*