

**BBA- Sem -III (CBCS 2019)**  
**302: Organizational Behavior**

<b>Course Code</b>	302	<b>Course Type</b>	Core Course
<b>Credits</b>	4.	<b>Examination Pattern</b>	UE + IA: 70:30

**Course Objectives:**

- To expose the students to the fundamentals of Organizational Behaviour (OB) - such as working with people, nature of organizations, communication, leadership and motivation of people.
- To help students develop a conceptual understanding of OB theories
- to enable the students to put the ideas and skills of OB into practice

**Learning Outcomes:**

On completion of this course, students will be able

- to understand the dynamics of individual and organizational behavior and relationships.
- To understand the importance of organizational behavior in managerial functions.

**Unit 1:**

Introduction to Organizational Behavior : Definition, Evolution of the Concept of OB, Contributions to OB by major behavioral science disciplines, Challenge and Opportunities for OB managers, Models of OB study

**Unit 2:**

Foundations of Individual Behavior Attitudes and Job Satisfaction, Components of Attitude, Major Job Attitude, Job Satisfaction, Personality and Values, Personality Determinants, MBTI, Big – Five Model, Values, Formation, Types of Values, Perception, Factors influencing perception.

**Unit 3: Motivation and Leadership**

Motivation and Leadership Concept of motivation, Definition, Theories of Motivation, Maslow's need Theory, ERG Theory, Theory X and Theory Y, Two Factor Theory, McClelland's Theory, Equity Theory, Vroom's Expectancy Theory. Concept of Leadership, Theories of leadership, Traits of good Leader, Difference between Leader

and Manager

**Unit 4: Groups and Teams**

Foundations of Group Behaviour, Formation of Group, Group - Classification, Properties, Roles, norms, status, size and cohesiveness, Group decision making, Understanding teams, creating effective teams, Conflict Process, Conflict management communication.

**Unit 5 :**

Culture, Definition, Culture's function, need and importance of Cross Cultural management, Stress and its Management.

**Reference Books :**

- 1) Kavita Singh, Organizational Behavior, Vikas Publications
- 2) Robbins, Timothy Judge, SeemaSanghi, Organizational Behavior, Stephen Pearson Prentice Hall,12 edition
- 3) Fred Luthans, Organizational Behavior, McGraw Hill Inc.
- 4) John Newstrom and Keith Davis, Organizational Behavior, Tata McGraw Hill, 11 edition
- 5) AshwaThapa, Organizational Behavior

**Online Resources:**

[www.algonquincollege.com/ccol/courses/organizational-behaviour/](http://www.algonquincollege.com/ccol/courses/organizational-behaviour/)

[www.algonquincollege.com/ccol/courses/organizational-behaviour-3](http://www.algonquincollege.com/ccol/courses/organizational-behaviour-3)

[https://www.imi.edu/delhi/organizational\\_behaviour\\_human\\_resources](https://www.imi.edu/delhi/organizational_behaviour_human_resources)

**MOOCs:**

<https://www.mooc-list.com/tags/organizational-behavior>

<https://www.openlearning.com/courses/organisational-behaviour-an-overview>

<https://www.coursera.org/learn/managing-people-iese>