

GUJARAT TECHNOLOGICAL UNIVERSITY

MAM (MASTERS IN APPLIED MANAGEMENT) DUAL DEGREE PROGRAMME

Year – III (Semester – V) (W.E.F. JULY 2014)

Subject Name: Organizational Behavior

Subject Code: 4150501

1. Course Objective: The course helps the students to understand the 'human' side of the organizations. The students will be able to observe, understand and analyze the behavior within the organizational context. It also helps the students to develop basic skills to deal with the ongoing behavioral dynamics and contribute to organizational effectiveness.

2. Course Duration: The course duration is of 50 sessions of 60 minutes each, i.e. 50 hours.

3. Course Contents:

Module No:	Module Content	No. of Sessions	Marks (External Evaluation)
I	The Field of Organizational Behavior: Organization, Organizational Behavior, Three Determinants of OB, Features of OB, Assumptions of OB, Challenges & Opportunities for OB, Brief History, Contributing disciplines to the OB field	10	14
II	Individual Behavior: MARS Model, Understanding Personality & Values, Perception, Attitude, Motivation, Transactional Analysis	10	14
III	Group Behavior: Definition of Group & Team, Types of Groups, Importance of Team Work, Difference between Groups & Teams, Group Formation Process, Communication & Decision making in Group	10	14
IV	Organizational Dynamics of Behavior: Organization Design, Organization Structure, Organizational Culture, Leadership, Change Management, Power & Politics	10	14
V	Contemporary Issues in OB: <ul style="list-style-type: none">• Organizational citizenship Behavior• Multi-culturalism & Workforce diversity• Work Ethics & Corporate social Responsibility	10	14

	<ul style="list-style-type: none"> • Quality of Work-Life Balance • Women Empowerment 		
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4. Teaching Method:

The course will use the following pedagogical tools:

- Lectures
- Role plays
- Case discussion.
- Projects/ Assignments/ Quizzes/ Class participation etc

5. Evaluation:

The evaluation of participants will be on continuous basis comprising of the following

Elements:

A	Projects/ Assignments/ Quizzes/ Class participation etc.	Weightage 20% (Internal Assessment- 20 Marks)
B	Two Internal Examinations	Weightage 10 % (Internal Assessment-10 Marks)
C	End –Semester Examination	Weightage 70% (External Assessment-70 Marks)

6. Basic Text Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Stephen P. Robbins Timothy A. Judge Neharika Vohra	Organizational Behavior	Pearson	Latest Edition
2	Margie Parikh and Rajen Gupta	Organizational Behavior	Pearson	Latest Edition
3	Jerald Greenberg Robert A. Baron	Behavior in Organizations	PHI	Ninth Edition

7. Reference Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	K. Aswathappa	Organisational Behavior	Himalaya Publishing House Pvt. Ltd.	Latest Edition
2	Udai Pareek	Understanding Organisational Behavior	Oxford University Press	Latest Edition
3	Fred Luthans	Organisational Behaviour	Mc Graw - Hill	Latest Edition
4	Gregory Moorhead & Ficky W. Griffin	Organisational Behaviour	Jaico Publication	Latest Edition
5	Niraj Kumar	Organisational Behaviour	Himalaya Publishing House Pvt. Ltd.	Latest Edition

8. List of Journals/Periodicals/Magazines/Newspapers, etc.

Harvard Business Review, Decision, Vikalpa Etc.

9. Session Plan:

Session Nos.	Topics to be covered
1	Introduction to Organisational Behaviour
2 to 3	Understanding Organisational Culture & Changing it for effectiveness
4 to 5	Understanding Personality and its impact on behaviour
6 to 7	Understanding Values and its impact on behaviour
8 to 9	Understanding Attitudes and its impact on behaviour
10 to 12	Understanding Transactional Analysis

13 to 15	Understanding Motivation at Work
16 to 17	Understanding Perception: How we make sense of our environment
18 to 21	Understanding Groups & Teams
22	Resistance to Change & Change Management
23 to 24	Basic theories of Leadership
25	Contemporary issues in Leadership
26 to 28	Managing Conflict
29 to 31	Managing Stress & Negotiation
32 to 34	Understanding Decision Making
35 to 36	Understanding Power & Organisational Politics
37 to 42	Contemporary Issues in OB
43 to 50	<ul style="list-style-type: none"> • Project on individual role model • Case studies on Leadership styles • Assignment on organisational study on monetary and non-monetary motivation given to their employees at work • Management games on group & team building • Management stories & Class presentations

ACTIVE LEARNING ASSIGNMENTS: Preparation of power-point slides, which include videos, animations, pictures, graphics for better understanding theory and practical work – The faculty will allocate chapters/ parts of chapters to groups of students so that the entire syllabus to be covered. The power-point slides should be put up on the web-site of the College/ Institute, along with the names of the students of the group, the name of the faculty, Department and College on the first slide. The best three works should submit to GTU.