



# GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3141909

Semester – IV

Subject Name: Organisational Behaviour

Type of course:

Prerequisite: Nil

### Rationale:

Organizational Behavior deals with the application of management skills applied to individual as well as group of persons. It also helps in team work and understanding group dynamics and leads to leadership and motivation.

### Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory Marks		Practical Marks		
			ESE (E)	PA (M)	ESE (V)	PA (I)		
3	0	0	3	70	30	0	0	100

### Content:

Sr. No.	Content	Total Hrs
1	<b>Focus and Purpose:</b> Definition, need and importance of organizational behavior, Nature and scope, Frame work, OB model	03
2	<b>Individual Behaviour:</b> Attitudes: Characteristics, Components, Formation, Measurement, barriers to change attitude. Perception: Meaning and concept of perception, factors influencing perception, Motivation: Importance, Types, Theories of Motivation, Effects on work behaviour. Personality and value: Types, Factors influencing personality, Theories, Learning, Types of learners, The learning process, Learning theories, Organizational behaviour modification. Misbehaviour: Types, Management Intervention. Emotions: Emotional Labour, Emotional Intelligence, Theories. Impression management, Individual decision making techniques	14
3	<b>Group Behaviour:</b> Organization structure, Formation, Groups in organizations, Influence, Group dynamics, Group decision making techniques, Team building, Communication, Control, Johari Window	08
4	<b>Leadership and Power:</b> Meaning, Importance, Leadership styles, Behavioural Theories, Fiedler model, LMX theory and Path Goal theory, Leaders vs Managers, Sources of power, Power centers, Power and Politics.	07
5	<b>Dynamics of Organizational Behaviour:</b> Organizational culture and climate, Factors affecting organizational climate, Importance, Job satisfaction, Determinants, Measurements, Influence on behaviour, Stress, Work Stressors, Prevention and Management of stress, Balancing work and Life, Kurt Lewin's–three step model, methods for implementing organizational change.	10



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## **Suggested Specification table with Marks (Theory):**

<b>Distribution of Theory Marks</b>					
R Level	U Level	A Level	N Level	E Level	C Level
10	20	25	25	10	10

**Legends: R: Remembrance; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create and above Levels (Revised Bloom's Taxonomy)**

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

## **Reference Books:**

1. Stephen P. Robins, Organizational Behavior, / Pearson Education
2. Udai Pareek, Understanding Organizational Behaviour, Oxford Higher Education
3. Margi Parikh and Rajan Gupta, Organizational Behaviour, McGraw Hill Education
4. Fred Luthans, Organizational Behavior, McGraw Hill
5. Schermerhorn, Hunt and Osborn, Organizational behavior, John Wiley
6. Mc Shane & Von Glinov, Organizational Behaviour, McGraw Hill
7. Hellrigal, Slocum and Woodman, Organizational Behavior, Cengage Learning
8. Ivancevich, Konopaske & Maheson, Organizational Behaviour & Management, McGraw Hill

## **Course Outcomes:**

After learning the course

Sr. No.	CO statement	Marks % weightage
CO-1	Students will be able to understand various methods and terms used different organizational behaviour model	15
CO-2	Students will be able to understand Individual Behaviour like attitude, perception, motivation, personality, misbehaviour and emotions.	30
CO-3	Students will be able to understand group behaviour, leadership and power	35
CO-4	Students will be able to understand dynamics of organizational behaviour and managing change.	20

## **List of Open Source Software/learning website:**

Industry visit, Management games to understand Individual behaviour and group behaviour, also games for leadership development.