

Course Code	Course Title	L	T	P	C
OLMBA601	Organizational Behaviour	3	1	0	4
Pre-requisite	NIL	Syllabus version			
		1.0			
Course Objectives:					
1. Develop a comprehensive understanding of the key theories, models, and historical developments in the field of Organizational Behaviour. 2. Analyze individual behaviour, motivation, and emotions within the context of organizations to identify factors influencing employee performance and engagement. 3. Explore the dynamics of group behaviour, communication, and teamwork, and develop the skills to foster effective collaboration and manage conflicts within teams. 4. Examine various leadership theories and styles, and develop an understanding of the role of leaders in influencing employee behavior, decision-making, and organizational culture.					
Course Outcomes:					
1. Analyse how individual personalities, motivations, attitudes, and emotions influence behaviour and performance in organizational settings. 2. Apply knowledge of group dynamics to enhance teamwork, manage conflicts, and foster a collaborative environment that leads to increased productivity. 3. Apply leadership skills, differentiate between leadership styles, apply leadership skills for effective decision-making, and understand the impact of leadership on employee behaviour. 4. Utilize effective communication techniques to transmit information clearly, navigate communication barriers, and resolve conflicts within an organization.					
Module:1	Introduction to Organizational Behaviour				
Understanding the importance of studying OB; Key theoretical frameworks and models; Application of OB in real-world scenarios; understanding learning style.					
Module:2	Individual Behaviour and Personality				
Theories of personality and their impact on behaviour; Perception and attribution; The role of attitudes and emotions in organizational behaviour; Motivation theories and their relevance in the workplace.					
Module:3	Group Dynamics and Teamwork				
Concept of group dynamics; Types of groups and their functions within organizations; Stages of group development; Factors influencing group cohesiveness and performance; Effective teamwork and collaboration in virtual and diverse teams.					
Module:4	Leadership and Influence				
Meaning and definition of leadership; Leadership theories: Trait, behavioural, contingency, and transformational leadership; Power and influence in organizational settings; Leadership styles and their impact on employee motivation and performance; Developing leadership skills for ethical decision-making.					
Module:5	Communication and Conflict Resolution				
Importance of effective communication in organizations; Barriers to communication and strategies to overcome them; Conflict types and resolution strategies; Enhancing negotiation and conflict management skills.					

Module:6	Organizational Culture and Change			
Understanding organizational culture and its components; Role of culture in shaping behaviour and decisions; Managing resistance to change and facilitating organizational transitions; Building a culture of innovation and adaptability.				
Module:7	Organizational Structure and Design			
Organizational structure types; Factors influencing organizational structure; Relationship between structure and organizational behaviour; Designing effective structures for modern business challenges.				
		Total Hours of Study:		120 Hrs.
Text Book(s)				
1.	Robbins, S. P., Judge, T. A., & Vohra, N. (2019). Organizational behaviour by Pearson 18e. Pearson Education India.			
2.	Rao, P. S. (2010). Organizational Behaviour. Himalaya Publishing House			
3.	Pareek, U. (2012). Udai Pareek Understands organizational Behaviour, 3e. OUP Catalogue.			
Reference Books				
1.	Robbins, S., Judge, T. A., Millett, B., & Boyle, M. (2013). Organizational Behaviour. Pearson Higher Education AU.			
2.	Kitchin, D. (2017). An introduction to Organizational Behaviour for managers and engineers: A group and multicultural approach. Routledge.			
3.	Aswathappa, K., & Reddy, G. S. (2009). Organizational Behaviour (Vol. 20). Mumbai: Himalaya Publishing House.			
Mode of Evaluation: Quiz/ Assignment/CAT/FAT				
Recommended by Board of Studies			02-11-2023	
Approved by Academic Council			No. 72	Date: 13-12-2023