

SYLLABUS PLAN

MCOM 1th SEM

SUBJECT- ORGANISATIONAL THEIORY & BEHAVIOUR

TOTAL MARKS:100

EXTERNAL:80, INTERNAL:20

UNIT-I

| SR. NO | TOPIC | TEACHING POINTS | OBJECTIVE | METHODS AND TECHNIQUES | RESOURCES AND LINKS |
|--------|---------------------------------------|---|---|--|---|
| 1. | Organizational Theories and Behaviour | <ul style="list-style-type: none">• Classical, Neo - classical and Contemporary• Authority, Power, status,• formal and informal structure. Flat and Tall structures.• Bureaucratization of organizations | The objective of the paper is to provide broad understanding of basic concepts and techniques related to the study of human behaviors in work-environment and to manage behavioral aspects of organisation. | 1)Class teaching with examples 2)Group discussions 3)Power point presentations | Stephen Robbins, Organisational Behaviour, Pearson Education. 2. Fred Luthans, Organizational Behavior, McGraw Hill. 3. Wagner, Organizational Behaviour, Thomson Learning. 4. S.S. Khanka, Organisational Behaviour, S.Chand & Co., New Delhi . 5. Dr. S. Shajahan & Linu Shajahan, Organisational Behaviour, New Age International Publishers, New Delhi. 6. Hellriegel, D & J.W. Slocam, Organizational Behavior, Thomson Learning. 7. McSchane, |

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| | | | | | Organization Behavior, TMH. 8. New Storm Davis Organisation Behavior, THM, New Delhi. 9. Slocum, Fundamentals of Organizational Behavior, Thompson Press (Indian Edition). |
| 2. | Organizational Behaviour | <ul style="list-style-type: none"> ● Concepts, determinants, models, challenges and opportunities of OB ● Transaction cost and organizational behaviours. ● Contributing disciplines to the OB. | | | |
| 3. | Individual Behaviour: | <ul style="list-style-type: none"> ● Foundations of individual behaviour, ● values, ● attitudes, ● personality ● and emotions ● Theory X and Theory Y, ● Chris Argyris behaviour patterns, ● Perceptual process. | | | |

UNIT-II

| SR.NO | TOPIC | TEACHING POINTS | OBJECTIVE | METHODS | RESOURCES |
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| | | | | AND TECHNIQUES | AND LINKS |
|----|---|--|---|--|---|
| 1. | Group Decision making and Communication | <ul style="list-style-type: none"> ● Concept and nature of decision making process, ● Individual versus group decision making, ● Nominal group technique and Delphi technique, ● models of communication , ● communication effectiveness in organizations. ● Feedback, TA, Johari Window | The objective of the course is to develop a theoretical understanding among students about the structure and behavior of organization as it develops over time. The course will also make them capable of realizing the competitiveness for firms | 1)Class teaching with examples 2)Group discussions 3)Power point presentations | Stephen Robbins, Organisational Behaviour, Pearson Education. 2. Fred Luthans, Organizational Behavior, McGraw Hill. 3. Wagner, Organizational Behaviour, Thomson Learning. 4. S.S. Khanka, Organisational Behaviour, S.Chand & Co., New Delhi . 5. Dr. S. Shajahan & Linu Shajahan, Organisational Behaviour, New Age International Publishers, New Delhi. 6. Hellriegel, D & J.W. Slocam, Organizational Behavior, Thomson Learning. 7. McSchane, Organization Behavior, TMH. 8. New Storm Davis Organisation Behavior, THM, New Delhi. 9. Slocum, Fundamentals |

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| 2. | Motivation: | <ul style="list-style-type: none"> ● Need hierarchy, Maslow's Need Hierarchy, ● Two factor theory, ● Contemporary theories of motivation (ERG, Cognitive evaluation, goal setting, and equity) expectancy model. ● Behaviour modification, Motivation and organizational Effectiveness | | | of Organizational Behavior, Thompson Press (Indian Edition) |
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UNIT-III

| SR.NO | TOPIC | TEACHING POINTS | OBJECTIVE | METHODS & TECHNIQUES | RESOURCES & LINKS |
|-------|-------------|--|--|--|---|
| 1. | Leadership, | <ul style="list-style-type: none"> ● Concept and theories, ● Behavioral approach, Situational approach, ● Leadership effectiveness, Contemporary issues in leadership | The objective of the course is to develop a theoretical understanding among students about the structure and behavior of organization as it develops over time. The course will also make them capable of realizing the competitiveness for firms. | 1)Class teaching with examples 2)Group discussions 3)Power point presentations | Stephen Robbins, Organisational Behaviour, Pearson Education. 2. Fred Luthans, Organizational Behavior, McGraw Hill. 3. Wagner, Organizational Behaviour, Thomson Learning. 4. S.S. Khanka, Organisational Behaviour, S.Chand & |

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| | | | | | <p>Co., New Delhi . 5. Dr. S. Shajahan & Linu Shajahan, Organisational Behaviour, New Age International Publishers, New Delhi. 6. Hellriegel, D & J.W. Slocam, Organizational Behavior, Thomson Learning. 7. McSchane, Organization Behavior, TMH. 8. New Storm Davis Organisation Behavior, THM, New Delhi. 9. Slocum, Fundamentals of Organizational Behavior, Thompson Press (Indian Edition)</p> |
| 2. | Power | <ul style="list-style-type: none"> ● Bases of Power, power tactics, | | | |
| 3. | Conflict: | <ul style="list-style-type: none"> ● sources of conflict patterns, ● levels and conflict resolution strategies. ● Transactional Analysis (TA) - Work Stress. | | | |

UNIT-IV

| SR.NO | TOPIC | TEACHING POINTS | OBJECTIVE | METHODS& TECHNIQUES | RESOURCES& LINKS |
|-------|------------------------|--|--|---|---|
| 1. | Organizational Culture | <ul style="list-style-type: none"> ● Concept and ● determinants of organizational culture, | <p>The objective of the course is to develop a theoretical understanding among students about the structure and behavior of organization as it develops over time. The course will also make them capable of realizing the competitiveness for firms</p> | <p>1)Class teaching with examples 2)Group discussions 3)Power point presentations</p> | <p>Stephen Robbins, Organisational Behaviour, Pearson Education. 2. Fred Luthans, Organizational Behavior, McGraw Hill. 3. Wagner, Organizational Behaviour, Thomson Learning. 4. S.S. Khanka, Organisational Behaviour, S.Chand & Co., New Delhi . 5. Dr. S. Shajahan & Linu Shajahan, Organisational Behaviour, New Age International Publishers, New Delhi. 6. Hellriegel, D & J.W. Slocum, Organizational Behavior, Thomson Learning. 7. McSchane, Organization Behavior, TMH. 8. New Storm Davis Organisation Behavior, THM, New Delhi. 9. Slocum, Fundamentals of</p> |

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| | | | | | Organizational Behavior, Thompson Press (Indian Edition) |
| 2. | Organizational Development | <ul style="list-style-type: none"> ● Concept and ● intervention techniques | | | |
| 3. | Stress Management | <ul style="list-style-type: none"> ● Individual and organizational factors to stress, ● Consequences of stress on individual and organization, ● management of stress. | | | |
| 4. | Case Studies: | Some cases of real business world are required to be discussed | | | |

QUESTION BANK

1. Distinguish between Eustress and Distress. What are the factors being responsible for causing Eustress? Are these factors sudden developments or are they developed gradually?
2. What do you mean by motivation? Explain different types of motivation.
3. Explain in detail Hygiene and Motivation theory.
4. What do you mean by stress? What are the consequences of Stress?
5. “Effective leadership is a function of three factors-the leader, the led and the situation.” Discuss.
6. What do you mean by Conflict? Discuss various levels of Conflict.
7. “Theory X and Theory Y are concerned with the nature of a people” what are its implications.
8. Explain in detail the Transactional analysis to understand interpersonal behaviour.
9. What do you mean by LIKERT’S style of management?
10. What are the various theories of leadership. Explain in detail.
11. What is organisation behaviour. Explain its significance in detail.
12. What is personality? Explain the process of personality.
13. What are the barriers to perceptual process? How it can be removed?
14. What is individual behaviour? What are the factors affecting individual behaviour?
15. Explain in detail the various models of OB.
16. Define Emotions. How can Emotions be classified.
17. Bring out the various models of Individual Behaviour.
18. Attitude serve four important functions of Individual. What are those four functions?
19. Discus in brief the foundations of Organizational Behaviour.

20. What are the Erikson 's stages of Personality development? How do they compare with Freudian stages?