



# GUJARAT TECHNOLOGICAL UNIVERSITY

Program Name: Master of Business Administration

Level: PG

Course / Subject Code: MB01000011

Course / Subject Name : Essentials of Organisational Behaviour

w. e. f. Academic Year:	2024-25
Semester:	1
Category of the Course:	Core Course (CC)

<b>Prerequisite:</b>	Any Graduate
<b>Rationale:</b>	Studying Essentials of Organizational Behavior provides foundational insights into human behavior dynamics within organizational settings. It cultivates critical skills in leadership, communication, and conflict resolution, essential for effective management and team collaboration. Understanding OB enhances decision-making abilities, fostering conducive workplace culture and driving organizational success.

## Course Outcome:

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Understand the nature, scope, and importance of organizational behavior (OB) and its models.	Remember, Understand
02	Apply knowledge of organizational structure, leadership, change management, and culture building.	Understanding, Application, Analyze
03	Analyze individual attributes and their influence on organizational behavior.	Application, Analyze, Evaluate
04	Evaluate the impact of communication and group dynamics on organizational behavior.	Understanding, Analyze, Evaluate

\*Revised Bloom's Taxonomy (RBT)

## Teaching and Examination Scheme:

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR	C	Theory		Tutorial / Practical		
				ESE (E)	PA / CA (M)	PA/CA (I)	ESE (V)	
3	1	0	4	70	30	50	0	150



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## Course Content:

Unit No.	Content	No. of Hours	% of Weightage
1.	<b>Introduction to Organisational Behaviour :</b> <ul style="list-style-type: none"><li>Organisational Behaviour: Nature, Objective, Scope, Importance, Challenges and Opportunities, Disciplines that contribute to the field of OB.</li><li>Effect of Environment factors, Personal Factors, Psychological Factors and Organisational Systems and Resources on Organisational Behaviour</li></ul> Models of Organisational Behaviour : Autocratic Model, Custodial Model, Supportive Model, Collegial Model and Systems Model	06	20
2.	<b>Individual Attributes and Organisational Behaviour:</b> <ul style="list-style-type: none"><li>Emotions ( Types and Sources of Emotions, OB applications of Emotions and Moods, Emotional Intelligence)</li><li>Attitudes (Job Satisfaction, Job Involvement, Organisational Commitment, Perceived Organisational Support, Employee Engagement)</li><li>Values and Ethics</li><li>Personality Factors: Meaning, Personality Frameworks, Other Personality attributes relevant to OB</li><li>Perception: Meaning, Factors influencing, Perception and Decision making in organizations: Influence of individual differences and Organisational Constraints.</li><li>Motivation: Meaning, Early and Contemporary theories of Motivation, Sources: Job Design and Work Arrangements, Employee Involvement and Participation, Rewards and Benefits.</li><li>Learning : Meaning, Importance, Determinants, Principles and Process ( Various Theories)</li></ul>	13	30
3.	<b>Communication and Group Dynamics and their influence on Organization Behaviour:</b> <ul style="list-style-type: none"><li>Communication: Process, Functions, Direction, Modes, Channels, Barriers</li><li>Communication forms and Purpose : Writing, Letters, Minutes of Meetings and Reports, Making Presentations and Group Discussions</li><li>Groups : Types, Development of Groups, Group norms, Group Cohesiveness, Group Decision Making</li><li>Teams : From Group to Teams, Types, Characteristics,</li></ul>	13	30



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	<b>Functions, Formation and Dynamics, Team effectiveness</b> <ul style="list-style-type: none"><li>* Decision Making : Importance, Factors, Techniques</li><li>* Conflict And it's resolution : Types and Causes - Psychological aspects and Structural aspects and their remedies</li></ul> <b>Negotiation and Resolution</b> <ul style="list-style-type: none"><li>• Leadership: Meaning, Importance, Skills &amp; Attributes, Theories of Leadership : Trait, Behavioural, Contingency and Contemporary Theories of Leadership</li></ul> Power and Politics : Meaning, Sources, Tactics and Implications		
4.	<b>Organisation Structure, Leadership, Change Management and Culture Building :</b> <ul style="list-style-type: none"><li>• Organisational Structure : Meaning, Terminologies, Types and Importance,</li><li>• Factors leading to need for different structures : Technology, Business Environment, Size and Strategy, Impact of Structures on Organisational Behaviour</li><li>• Global Structures : Need, Types, Network Structures, SBUs</li><li>• Organisational Design and Employee Behaviour : Goal Setting and Role Distribution</li><li>• Change: Forces for Change, Planned Change, Resistance to Change, Approaches to Managing Organisational Change, Creating and sustaining a culture of Change and Innovation, impact on organizational behavior</li></ul>	13	20
5.	<b>Practical:</b> <ol style="list-style-type: none"><li>1. Analyse the various means and processes adopted for Employee Learning and their significance in the given change scenario</li><li>2. Analyse the Behavioural Dynamics of people across diversities within an organization and try to attribute factors responsible for the same</li></ol> Prepare a practical letter, Report, Minutes of Meeting and a Letter on some business theme/ event you know about.	15	NIL
	<b>Total</b>	<b>60</b>	<b>100</b>

The course will use the following pedagogical tools:

- a) Classroom Lectures
- b) Video Cases and other Case Studies
- c) Expert / Guest Lectures
- d) Movies
- e) Group Discussions
- f) Role Plays



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## Suggested Specification Table with Marks (Theory):

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level
20	40	20	20	0	0

Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

## References/Suggested Learning Resources:

### (a) Books:

Sr. No.	Author	Name of the Book	Publisher	Year of Publication
1	Stephen P Robbins and Tomithy A Judge	Essentials of Organisational Behaviour	Pearson Publication	14ed.
2	Stephen P Robbins	Organisational Behaviour	PHI Publication	Latest
3	P Subba Rao	Organisational Behaviour – Texts, Cases and Games	Himalaya Publishing House	Latest
4	Meenakshi Ramman, Prakash Singh	Business Communication	Oxford Higher Edu.	Latest
5	Chaube S P	Fundamentals of Industrial Psychology	Himalaya Publishing House	Latest
6	Schein Edgar H	Organisational Psychology	PHI	Latest

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

### CO- PO Mapping:

Semester 1	Essentials of Organisational Behaviour (Course Code: )				
	POs				
Course Outcomes	PO1	PO2	PO3	PO4	PO5
CO1	3	2	1	-	1
CO2	2	3	1	2	2
CO3	2	3	2	3	3
CO4	3	2	3	3	2

Legend: '3' for high, '2' for medium, '1' for low and '-' for no correlation of each CO with PO.

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