

PROGRAMME NAME: B.A(Hons)Business Economics Sem V		
COURSE NAME: ORGANIZATIONBEHAVIOR		
SEMESTERDURATION: July to November		
Week	Topic(s)	Teaching Methodology Adopted/ Continous Internal Evaluation
1	Unit I: Introduction Concept of OB; Management roles, skills and activities; Disciplines that contribute to OB;	Classroom Teaching, Learning through smart Boards
2	Opportunities for OB (Globalization, Indian workforce diversity, customer service, innovation and change, networked organizations, work-life balance, people skills, positive work environment, ethics)	Classroom Teaching
3	Unit II: Individual Behavior Learning, attitude and job satisfaction: Concept of learning, conditioning, shaping and reinforcement	Real World Learning, Explaining and Lecturing
4	Concept of attitude, components, behavior and attitude Job satisfaction: causation;	Real World Learning, Explaining and Lecturing
5	Impact of satisfied employees on workplace Comparison of job satisfaction amongst Indian employees with other cultures Motivation:	Role play, Brain Storming
6	Theories (Hierarchy of needs, X and Y, Two factor, McClelland, Goal setting, Self-efficacy, Equity theory); Job characteristics model; Redesigning job and work arrangements; Employee involvement; Flexible benefits	Class Room Teaching, Real World Learning
7	Intrinsic rewards Personality and Values: Concept of personality; MBTI; Big Five model.	Role play, Explaining and Lecturing, Learning through smart Boards
8	Relevance of values; Indian values; Linking personality and values to the workplace (person-job fit, person-organization fit)	Explaining and Lecturing, Learning through smart Boards

9	Perception, Decision Making and Emotions: Perception and judgments; Factors; Linking perception to individual decision making; Decision making in organizations, Ethics in decision making.	Real World Learning, Brain Storming
10	Emotional labour; Emotional Intelligence Unit III:Group Behavior Groups and Work Teams: Concept	Explaining and Lecturing, Learning through smart Boards
11	Five stage model of group development; Group think and shift; Indian perspective on group norms Groups and teams;	Group Projects, Welcome new Ideas
12	MID SEMESTER BREAK	
13	DEPARTMENTAL EXAMS	
14	Types of teams; Creating team players from individuals; Team building and team based work (TBW). Leadership:	Real World Learning, Explaining and Lecturing
15	Trait theories; Behavioral theories (Ohio and Michigan studies); Contingency theories (Fiedler, Hersey and Blanchard Path-Goal)	Explaining and Lecturing, Brain Storming
16	. Unit IV: Organizational Culture and Structure Concept of culture; Impact (functions and liability); Creating and sustaining culture; Employees and culture; Creating positive and ethical cultures. Concept of structure; Prevalent Organization designs; New design options.	Exercises, games, Role play, Real World Learning, Explaining and Lecturing
17	Unit V: Organizational Change, Conflict and Power Forces of change; Planned change; Resistance; Approaches (Lewin's model, Organization development	Explaining and Lecturing, Learning through smart Boards