

Lesson Plan

Paper Name: ORGANIZATION BEHAVIOR

Semester: V

Tentative Schedule

(20th August – 31st August)

UNIT I: Introduction
Concepts of OB
Disciplines that contribute to OB
Opportunities for OB

(1st September – 30th September)

UNIT II: Individual Behavior
Learning, attitude and job satisfaction
Motivation
Personality and Values
Perception, Decision Making and Emotions

(1st October – 31 October)

UNIT III: Group Behavior
Groups and Work Teams
Leadership
UNIT IV: Organisational Culture and Structure
Concept of culture

(1st November -11 November)

Creating Positive and ethical cultures
Concept of Structure
UNIT V: Organisational Change, Conflict and Power
Forces of change
Organizational change in Indian businesses
Concept of Conflict

Question Bank

Teacher Name: Saumya Chaturvedi

Course Name: B.B.E

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- Q1. “Organisational Behaviour represents interactions among individuals, groups and the organization.” Elucidate this statement.
- Q2. What is Emotional Intelligence and why is it important in an organization.
- Q3. What is Job satisfaction? What factors determine Job Satisfaction?
- Q4. Distinguish between Maslow’s Need Hierarchy theory and Herzberg’s two factor theory.
- Q5. What is meant by reinforcement? What types of reinforces could be employed by the managers to make the employees learn new behaviours?
- Q6. Explain the concept of Personality. Briefly describe the MBTI Model.
- Q7. What are contributing disciplines to the field of OB? List their contribution at the individual, group and organizational levels.
- Q8. Explain the concept of Cognitive Dissonance. What factors determine an individual’s desire to reduce dissonance?
- Q9. What is operant conditioning? How is it different from classical conditioning?
- Q10. Explain the concept of Personality. Briefly describe the Big Five personality Traits Model.
- Q11. Distinguish between McGregor’s Theory X and Theory Y and McClelland’s Theory of Motivation.
- Q12. “Since Organisational Behaviour is common sense, there is no need to study it formally”.
Comment
- Q13. State the principles of “Supportive Relationship” given by Rensis Likert and give the features of supportive model.
- Q14. Explain the concept of Personality and how they shape the behavior of children.
- Q15. “Job related attitudes are significant for understanding organisational behavior.” Explain
- Q16. “Reinforcement theory of learning is at the root of behaviour modification,” Examine this statement.
- Q17. Explain with examples the concepts of cognitive and social learning. What is the relevance of social learning in modern organization.

Q18. How does selectivity affect perception? Give an example how selectivity can create perceptual distortion.

Q19. What is free rein leadership? Distinguish between Autocratic and democratic leadership.

Q20. "Effective leadership is a function of three factors: the leader, the led and the situation" Discuss.

Q21. Discuss the nature and significance of organizational climate. Describe the relationship between organizational culture and organizational climate.

Q22. Define Planned change. Explain the steps involved in the process of planned change.

Q23. "People sometimes resist change for the sake of resistance." Comment

Q24. Describe Managerial Grid. How can it be used for imparting training in leadership.

Assignment Questions

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1. “Organisational Behaviour represents interactions among individuals, groups and the organization.” Elucidate this statement by describing the contributing disciplines to the field of OB.
2. Briefly explain the theory of motivation given by Maslow, Herzberg, McClelland and McGregor.
3. What is meant by reinforcement? What types of reinforcers could be employed by the managers to make the employees learn new behaviours?
4. Define Group. What are the different types of groups? Explain the five stages of Group development.
5. What is Fiedler’s contingency model of leadership? How is it different from the model given by Hersey and Blanchard?
6. Compare and contrast charismatic and transformational leadership. Also discuss how Indian leadership styles differ from those of other countries?
7. What is organisational culture? How can you create a positive and ethical culture in your organisation?
8. What are the main approaches to managing organisational change? Discuss in detail the Lewin’s Model and Organisational Development model.