



# C.U.SHAH UNIVERSITY, Wadhawancy

## FACULTY OF COMMERCE

### DEPARTMENT OF MASTER OF COMMERCE (M.COM)

SEMESTER IV (Four)

CODE 5MC04OBE1

Name of Subject Organizational Behaviour

Teaching & Evaluation Scheme:

Teaching Scheme(Hours)				Evaluation Scheme(Marks)		
Theory	Tutorial	Practical	Total	Sessional Exam	University Exam	Total
4	0	0	4	30	70	100

#### Objective

- Help to understand the behavioral dynamics of the organization
- Help to understand how the people's side of the organization affects effectiveness.
- Helps to develop the student's ability to observe, understand and analyze the behavior (organizational context)

#### Prerequisite

Basic understanding of concepts of principles of management

#### Course outline:-

Sr. No.	Course Contents	Number of Hours
1	Organizational Behaviour: Organizational behavior concept and significance; Relationship between management and organizational behavior. Emergence and ethical perspective; Attitudes; Perception; Learning; Personality; Transactional analysis.	7



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2	<p>Motivation:</p> <p>Process of motivation, Theories of motivation – need hierarchy theory, theory X and theory Y, two factor theory, Alderfer’s ERG theory, McClelland’s learned need theory, Victor expectancy theory, Stacy Adams equity theory.</p>	6
3	<p>Group Dynamics and Team Development :</p> <p>Group dynamics – definition and importance, types of groups, group formation, group development, group composition, group performance factors; Principle-centered approach to team development.</p>	7
4	<p>Leadership :</p> <p>Concept; Leadership styles; Theories – trait theory, behavioural theory, Fielder’s contingency theory; Harsey and Blanchard’s situational theory; Managerial grid; Likert’s four systems of leadership.</p>	10
5	<p>Organizational Conflict:</p> <p>Dynamics and management; Sources. patterns, levels and types of conflict; Traditional and modern approaches to conflict. Functional and dysfunctional organizational conflicts; Resolution of conflict.</p> <p>Organizational Development :</p> <p>Concept Need of change, resistance to change. Theories of planned change, Organizational diagnosis, OD intervention.</p>	15
	Total	45

### Learning Outcomes:-

**Theoretical Outcomes:** Students are able to observe, understand and analyze the behavior within the organizational context.

**Practical Outcomes :** Develop basic skills to deal with the ongoing behavioral dynamics and contribute to organizational effectiveness.

### Teaching & Learning Methodology:-

- Lectures
- Class Participation
- Role Play



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### **Books Recommended:**

1. '**Organizational Behavior**', *Stephen Robbins*, Pearson Education.
2. '**Organizational Behavior**', *K. Aswathappa*, Himalaya Publishing House.
3. '**Organizational Behavior**', *Fred Luthans*, McGraw-Hill.

### **E-Resources**

1. <http://www.mindtools.com/index.html>
2. <http://www.london.edu/videoandaudio/facultyandresearch/organisationalbehaviour.html>
3. [http://www.dailymotion.com/video/xb44u1\\_organizational-behaviour-presentati\\_lifestyle#.UYDhXaJHLfI](http://www.dailymotion.com/video/xb44u1_organizational-behaviour-presentati_lifestyle#.UYDhXaJHLfI)