



C.U. SHAH UNIVERSITY
VBT's Institute of Commerce,
Wadhwan city
W.e.f.- June 2020

FACULTY OF: - COMMERCE
DEPARTMENT OF: - Master of Commerce
SEMESTER: - IV
CODE: - 5CO04OBE1
NAME: – Organizational Behavior

Teaching & Evaluation Scheme:

Sr. No	Subject Code	Name of the Subject	Teaching Hours / Week				Credits	Evaluation Scheme								
			Th	Tu	Pr	Total		Theory				Practical			Total Marks	
								Sessional Exam		University Exam		Internal		Un iversity		
								Marks	Hr/s	Marks	Hr/s	Pr / Viva	TW	Pr		
1	5CO04OBE1	Organizational Behavior	4	---	--	4	4	30	1 ¹ / ₂	70	3	--	--	--	100	

Objectives:

The objective of the course is to enable students to develop a theoretical understanding about organization structure and its behaviour over time. The course will also make them capable of realizing the competitiveness for firms.

Course Outline :

Unit	Content	No.of Hours
1	Conceptual Foundations of Organization Theory and Behavior: Organizational Behavior (OB)- concept, determinants, models; challenges and opportunities of OB; Transaction cost; Disciplines contributing to the field of OB; Individual Behavior- Foundations of individual Behavior values, attitudes, personality, and emotions ; Perceptual process and Learning ; Management assumptions about people-McGregor's Theory X and Theory Y, Chris Argyris Behavior patterns.	11
2	Group Decision making and Communication: Concept and nature of decision making process; Individual versus group decision making; Nominal group technique and Delphi technique; communication effectiveness in organizations; Feedback, Improving Inter-personal Communication- Transactional Analysis and Johari Window.	12
3	Motivation:	11

	Content Theories- Maslow's Need Hierarchy, Herzberg's Two factor theory; Contemporary theories of motivation (ERG, Cognitive evaluation, goal setting, equity, Intrinsic Motivation Theory by Ken Thomas), expectancy model; Behaviormodification; Motivation and organizational effectiveness.	
4	Leadership, Power and Conflict: Concept and theories of leadership Behaviorapproach, Situational approach, Leadership effectiveness; Leadership across cultures; Power- Bases of Power, power tactics; Conflicts- sources, patterns, levels and strategies	11
	Total Hours	45

Learning Outcomes :-

Theoretical Outcome :- Students can learn Theoretical aspect of Organizational Behavior

Teaching and Learning methodology :- The following pedagogical tools will be Used to feach this course:

- (A) Lectures
- (B) Case discussions
- (C) Assignments / Class participation / Quiz etc.

Suggested Readings and Reference Books:

1. Robbins, Stephen P. & Timothy A. Judge, *Organizational Behaviour*, Prentice Hall, N. Delhi.
2. Robins S.P., and Mathew, M., *Organisational Theory: Structure, Design and Application*, Prentice Hall of India Pvt. Ltd.
3. Luthans, Fred, *Organizational Behaviour*, McGraw-Hill, New York.
4. Sekaran, Uma, *Organizational Behaviour: Text and Cases*, Tata McGraw-Hill Pub. Co. Ltd.
5. Aswathappa, K., *Organization Behaviour*, Himalaya Publishing House, New Delhi.
6. Singh, K., *Organizational Behaviour: Text and Cases*, Pearson.
7. Pareek, U. and Khanna, S., *Understanding Organizational Behaviour*, Oxford University Press.
8. Newstorm, John W., *Organizational Behaviour: Human Behaviour at work*, Tata McGraw- Hill Pub. Co., Ltd; New Delhi

Note: Latest Editions of the above books may be used.