

V. S. M. COLLEGE(A) : : RAMACHANDRAPURAM
I MBA (I Semester)– SYLLABUS
Paper VI: ORGANISATIONAL BEHAVIOUR
w.e.f:2019–20Admitted Batch

CODE::PG1914106

Hours : 75 hrs (4hrs per Week)
Number of Credits : 4
Max. Marks : 100 Marks (75 marks SEE and 25 marks CIA)
TIME : 3hrs

ORGANIZATIONAL BEHAVIOR

Objective: To enable students to understand the influence of individual determinants on behavior and apply concepts to leadership, change of decision, making and develop strategies for teamwork.

Learning Outcomes: After completing the course, you shall be able to

1. Know about the basic concepts.
2. Measure emotions, perception, attitude, learning, etc. by using appropriate tools.
3. Understand change management, stress management, organization culture and climate and apply the same in be able to manage change, reduce stress, transform organizations, and apply the same in real life organizations.
4. Explain the impact of organizational behavior on business outcomes

UNIT-I: Introduction to the field of OB-Meaning and scope-Challenges and opportunities, Trends of OB- Anchors of Individual behavior-*Management and the individual-Foundations of individual behavior-MARS Model-Values-Attitudes-Job satisfaction-Personality.*

UNIT-II: Knowledge Management-*Perception and Learning in organization-perceptual process-perceptual errors-Developing perception-work place emotions-Motivation in work place-theories of motivation.*

UNIT-III: Foundations of team dynamics-Developing high performance teams-*Leadership styles-Conflict and negotiation in work place causes and consequences-*Art of Negotiation and its Management**

UNIT-IV: Organizational change-Change process-*Resistance to change-*Management of change-** Work related stress, Management of Stress-Organizational Development.

UNIT-V: Organizational culture-Elements of organizational culture-Creating ethical organization-Merging organizational cultures-Organizational effectiveness.

(Relevant cases have to be discussed in each unit and in examination case is compulsory from any unit.)

*NOTE: Topics marked with * & Italic are not for Exam point of view*

Suggested Books:

1. Udaipareek, Organizational Behaviour, Oxford University Press.
2. Fred Luthans, Organizational Behaviour, McGraw Hill, New Delhi.
3. Aswathappa K, Organizational Behaviour, Himalaya, Mumbai.
4. Neeraj Kumar, Organizational Behaviour, Prentice Hall.
5. Steve L McShane, Mary Ann Von Glinow, Radha R Sharma, Organizational Behaviour, McGraw Hill, New Delhi.
6. V S P Rao, Organizational Behaviour, Excel Books, New Delhi.
7. L.M.Prasad, Organizational Behaviour, S Chand, New Delhi.
8. P Subba Rao, Organizational Behaviour, Himalaya, Mumbai.
9. Vinod Malhotra, Bhagavadgita and Management, Third Eye, New Delhi.