**Lesson / Lecture Teaching Plans**

**CP – 104: ORGANIZATIONAL BEHAVIOUR**

Name of the Faculty: Dr Muna Kalyani

**COURSE OBJECTIVE :**

The course provides students with an opportunity to develop a way of thinking about individuals, group and competitive factors that influence the functioning of any business organization. The class discussions will attempt to develop diagnostic ability, analytical skills, decision-making competency, listening and presentation skills etc.

**Unit – I: FOCUS AND PURPOSE**

Definition, need and importance of organizational behavior – nature and scope – frame work – organizational behavior development, research and models.

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| **Classes – 5-7** |

**Unit – II: INDIVIDUAL BEHAVIOUR**

Personality – type – factors influencing personality – theories – learning – types of learners – the learning process – learning theories – organizational behavior modification. Attitudes – characteristics – components – formation – measurement. Perceptions – importance – factors influencing perception – interpersonal perception, Developing perceptual skills to reduce perceptual errors. Motivation – importance – types – effects on work behavior, theories of motivation.

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| **Classes – 5-7** |

**Unit –III: GROUP BEHAVIOUR**

Organization structure – formation – groups in organizations – influence – group dynamics – emergence of informal leaders and working norms – group decision making techniques – interpersonal relations-work team, types of-creative effective teams, - communication - control .

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| Classes – **5-7** |

**Unit – IV: LEADERSHIP AND POWER**

Meaning – importance – leadership styles – theories – leaders Vs managers – sources of power – power centers – power and politics – conflict and negotiation.

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| **Classes – 5-7** |

 **Unit – V: DYNAMICS OF ORGANIZATIONAL BEHAVIOURS**

 Organizational culture and climate-creating and sustaining culture – factors affecting organizational climate – importance. Job satisfaction – determinants – measurements – influence on behavior. Organizational change – importance – stability Vs change – proactive Vs reactive change – the change process – resistance to change – managing change. Organizational development – characteristics – objectives – Organizational effectiveness – perspective – effectiveness Vs efficiency – approaches - achieving organizational effectiveness-work stress and its consequences, career and career development-emotion dimensions.

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| **Classes – 5-7** |

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| **Average Classes: 30-40** |

**Note:** -In additions to the prescribed books in the syllabus students are also advised to refer the Business newspapers, magzines, and other referance books. The list of cases and specific reference including recent articles are discussed in the class at the time of teaching of the course.We also include Tests, Quizzes, Home Assignments, Home Assignments and Participation in teaching.