



DEPARTMENT OF BUSINESS ADMINISTRATION
SAMBALPUR UNIVERSITY: JYOTI VIHAR
EXECUTIVE MBA PROGRAMME



No. 6.6...../Exe-MBA

Date. 22/11/23

To,
The Controller of Examinations,
Sambalpur University
Jyoti Vihar-768019.

Sub: About alternative to MOOCs course which will be implemented by the Department in 5th Semester.

Ref: Letter no.6043/Acd-I, dt.18.10.2023

Sir,

This is to inform you that, Department of Business Administration is going to offer "Organizational Behaviour" a three credit course as alternative to MOOCs Course during 5th Semester. The detail of the syllabus is hereby attached.

This is for you kind information and necessary action.

Encl: As above

Yours faithfully,


22/11/2023
Course Coordinator
Executive MBA Programme
Co-ordinator
Exe-MBA
Sambalpur University

ORGANISATIONAL BEHAVIOUR
Alternative to MOOCS

Detail Syllabus:

(3 Credit)

Objectives

1. To enhance the understanding of the dynamics of interactions between individual and the organization. 2. To facilitate a clear perspective to diagnose and effectively handle human behavior issues in Organizations. 3. To develop greater insight into their own behavior in interpersonal and group, team, situations. Course Contents

Course Outcome: 1. To evaluate the reciprocal relationship between organizational characteristics and managerial behavior. 2. Develop practical insights and problem-solving capabilities for effectively managing the Organisational processes 3. Analysing the behavior of individuals and groups in organizations.

UNIT-I: Introduction to OB: The meaning of OB, Importance of organizational behaviour, Fundamentals of individual behaviour; OB models; Determinants of Personality, types of personality, Personal effectiveness. Attitudes: Meaning, Types, Components, Theory of attitude formation and attitude change.

UNIT-II: Concept of Group Behaviour: Meaning of Group; types of groups, group dynamics, group cohesiveness, Meaning of Interpersonal Behaviour & Interpersonal skills, Transactional Analysis, Johari Window, FIRO – B, MBTI

UNIT-III: Perception: Meaning, process, principles and errors of perception, managerial & behavioural applications of perception; Attitude: meaning, types, components, theories of attitude; Team Building, Tuckman Model of Team Development.

UNIT-IV: Motivation: Meaning & definition, Traditional theory of Motivation: Maslow's, Herzberg's, McClelland, Contemporary theories of Motivation: Self Determination Theory, Self Efficacy Theory, Vroom's Expectancy Theory, Equity Theory, Reinforcement Theory; Leadership: What is leadership, types of leaders and leadership styles, traits and qualities of effective leader, trait theory, LSM – Leadership Situational Model

UNIT V Organizational Change: Meaning of organizational change, approaches to managing organizational change, creating a culture for change, implementing the change, Kurt Lewin Model of change; Relationship between organizational change with organizational development.

Suggested Readings

1. Fred Luthans, —Organizational Behaviourl, 12th Edition, McGraw Hill International Edition
2. Stephen P. Robbins, —Organizational Behaviourl, 12th Edition, Prentice Hall
3. Aswathappa K, —Organizational Behaviour (Text, Cases and Games), Himalaya Publication
4. Udai Pareek, —Organizational Behaviorl, Oxford University Press The list of cases and specific references including recent articles will be announced in the class at the time of launching of the course.