

Course Title: Organizational Behaviour				
Course code: BPB 104		No. of credits: 4	L-T-P: 50-10-00	Learning hours: 60
Pre-requisite course code and title (if any):				
Department: Department of Policy and Management Studies				
Course coordinator: Dr Moumita Acharyya			Course instructor: Dr Moumita Acharyya	
Contact details: moumita.acharyya@terisas.ac.in				
Course type: Core		Course offered in: Semester 2		
Course description: Human behaviour in the organizational and work context is a complex phenomenon. Individual behaviour at work is a result of interaction between various individual, group and organizational level factors. Understanding how individuals and groups behave at workplace will not only help improve their effectiveness but also nurture the quality of work life of the individuals. This course will help students to be cognizant of these workplace dynamics so that they make conscious decisions in their future work life as well as long term career.				
Course objectives:				
1. To understand the conceptual framework and fundamentals of Organizational Behaviour to enable and sustain high performance and effectiveness.				
2. To attain and improve the ability and skills to analyse and apply critical thinking and learning skills to "real life" problems and situations concerning human behaviour.				
3. To understand and identify the behavioural skills that improve individual and group performance for business effectiveness and apply them in organizational work.				
4. To achieve overall development to become effective leaders & managers.				
Course Content				
Module	Topic	L	T	P
Individual Dynamics (Module 1-7)				
1	Organizational Behaviour: Foundation and Overview Why study of Organizational Behaviour is important. Evolution of the field of Organizational Behaviour Spectrum of Individual behaviours in organizations. Organizational behaviour trends – impacting economies. Contemporary challenges for organizations vis a vis OB	4	0	0
2	Personality Definition and concept of personality Personality Frame works – Big Five Determinants, traits & major personality attributes influencing Personality and Situation	4	0	0
3	Perception Definition, Factors influencing perception. Complete process of perception Perceptual bias and errors Rectifying perceptual errors Attribution theory Specific Applications in organizations	4	2	0
4	Attitude, Values and Belief Concept and components of attitudes Types of attitudes in the workplace Organizational commitment and Job satisfaction Organizational commitment Employee engagement Importance and organization of values, Cultural values.	4	0	0

5	Motivation Defining Motivation Theories of motivation (Content theory and Process theory) Motivation: From Concepts to Applications	4	2	0
6	Emotional intelligence and Stress management Emotions, feelings and moods Workplace and emotions Emotional intelligence Stress management: Work stress, coping strategies and management and employee wellbeing	6	0	0
7	Interpersonal relationship: Interpersonal skills, Importance of empathy, emotional intelligence, listening, teamwork, collaboration	2	2	0
Group Dynamics (Module 8-10)				
8	Team Processes Groups and Teams Concept, nature, and importance of teams Types of teams Team Building processes. Team Roles Creating effective and winning teams	4	0	0
9	Power, Politics and Conflict Power and politics Conflict management Organization change and negotiation skills	4	0	0
10	Leadership and followership: Introduction, Trait, Behavioural and Contingency Approaches to leadership, Transactional and Transformational leadership.	4	2	0
Organization Dynamics (Module 11-12)				
11	Foundations of Organization structure and Organization culture What is organization structure, common organizational design and employee behaviour? Organization culture Elements of culture Types of Culture Organization culture and Ethics Cultural mind set and embracing diversity	6	0	0
12	Responsibility of organization towards sustainability issues Genesis of ESG, Role of organizations towards various environmental problems such as air quality, water quality, land quality. Various sustainability interventions taken by organizations	4	2	0
	Total	50	10	0
Evaluation criteria: Minor Test 1: 30% (at the end of teaching of module 4) Structure: The students will be quizzed from the first four modules of the course. Minor Test 2: Case Analysis/ Assignment/ Presentation – 30% (at the end of teaching of module 7) Structure: Students in groups will be assigned role plays/case study assignments. Major Test 3: 40% (at the end of teaching of all modules) This will be an exam based on all the modules covered in the class.				
Learning outcomes: By the end of the course, the students should be able to:				

- **LO1:** Understand the broader perspectives and importance of interpersonal dynamics and organizational behaviour at the workplace.
- **LO2:** Strengthening the foundations of individual behaviour with an understanding of human personality, perception, attitude and emotions
- **LO3:** Develop an understanding of teams and groups in organizations and the process of leadership.
- **LO4:** Identify the various organization structures and their usefulness and learn to sustain an organization's culture.

Pedagogical approach: Case study, In-class discussions, Role play, Debate

Materials:

Reference books

- Organizational Behaviour: Stephen R. Robbins /Tomothy A. Judge Neharika (2019)18th edition , Pearson Publisher
- Organizational Behaviour - Fred Luthans, McGraw Hill International Edition (FL)
- Organizational Behaviour- Mirza S Saiyadain, Tata McGraw Hill, (MSS)

Additional information (if any):

Student responsibilities:

Attendance, Participation in the class exercises and case discussions, to read relevant student material before attending the class.

Prepared by: Dr Moumita Acharyya

Course reviewer(s):

- Dr. Nidhi Mathur, Associate Professor, IMT Ghaziabad (CoDL)
- Dr. Archana Poonia, Associate Professor, O.P. Jindal University