



<b>Bachelor of Business Administration (B.B.A.)</b>			<b>Semester - IV</b>
<b>Course Title:</b> <b>Organizational Behavior</b>	<b>Course Code:</b>		<b>Type of Course: Major</b>
<b>Credit: 04</b>	<b>Theory: 04 Hours</b>	<b>Practical: NIL</b>	<b>Teaching Hours: 60</b>
<b>Internal Marks: 50</b>	<b>External Marks: 50</b>	<b>Total Marks: 100</b>	<b>External Exam Time: 2 Hours</b>

### **COURSE OUTCOMES:**

- Acquire basic knowledge of Organisational Behaviour (OB).
- Improves understanding, reasoning, predicting, and controlling human Behaviour.
- Resolve real-world problems and issues related to employee motivation
- Form work groups / teams and understand their behaviour
- Adopt an appropriate leadership style
- Resolve conflicts Effectively using varied techniques as per the situation
- Manage stress

**Pedagogy:** Theory, Exercise

<b>Unit – 1</b>	<b>Introduction to OB</b>	<b>Hours: 12</b>
	Meaning and Concept of OB, Characteristics, Importance, Limitations Disciplines involved in the study of OB Application of OB in Management fields Positive OB – Meaning and Components Importance of POB International OB- Meaning Importance and Challenges in IOB	
<b>Unit – 2</b>	<b>Dynamics of Individual Behaviour</b>	<b>Hours: 12</b>
	Components of Individual Behaviour Perception- Meaning and Process Learning – Meaning, Characteristics Attitude- Meaning, Characteristics, Types of attitudes Personality- Meaning, Determinants of Personality Types of Personality Values – Concept and Types	
<b>Unit – 3</b>	<b>Group and Team Dynamics</b>	<b>Hours: 12</b>
	Group: Concept, Nature, Types of Groups, Need for Group Formation Group Development: Concept, Stages Group Dynamics: Determinants of Group Behaviour Team: Concept, Nature, Types, Benefits, Group v/s Team, Team Handling Issues, Ways to make Effective Team Work. team based work(TBW)	
<b>Unit – 4</b>	<b>Leadership and Motivation</b>	<b>Hours: 12</b>
	Leadership: Meaning, types of leaders, Qualities of Leader. Motivational Theories: Maslow's Hierarchy of Needs Herzberg's two Factor theory McGregor's theory X and Y	
<b>Unit – 5</b>	<b>Stress Management</b>	<b>Hours: 12</b>



Meaning, Types of Stress, Sources/Causes of Stress  
Consequences of Work Stress  
Conflict, Types of Conflicts, Levels of Conflict  
Conflict Resolution  
Organizational Development—Meaning, Need, Benefits and Limitations -Steps in OD

**Skill Development Activities:** Practical Applications.

- Interpersonal or group activity for understanding differences in perception
- Interpersonal activity to analyze types of personality
- Game for understanding stages of group formation
- Exercises, games and role plays to develop team and leadership skills
- Games to identify sources of stress
- Experiential activities to manage stress
- Role Play related to Conflict resolution techniques

**REFERENCES**

- A text book of Organisational Behaviour, Dr.C.B.Gupta, S.Chand and Company
- Essentials of Organizational Behavior by Stephen Robbins, Timothy Judge, Neharika Vora J by Pearson Education
- Management and Organisational Behaviour (Text and Cases) , by P.Subba Rao, Himalayan Books
- Organizational Behavior Book by K. Aswathappa by Publisher: Himalaya Publishing House
- Organizational Behavior by L.M. Prasad
- Organisational Behaviour: Human Behavior at Work, John W Newstorm McGraw Hill Education
- Essentials of Organisational Behaviour, T. N. Chhabra, Sun India Publications