

SARDAR PATEL UNIVERSITY

B.COM. (BUSINESS STUDIES) SEMESTER-II		
Course Code UB02DCOM77	Course Title Human Resource Management (Organisational Behaviour – I)	Total Credit 3
Course Objectives	The Objectives of the course is to acquaint students with Organizational Behavior, Group Dynamics and Organizational Change.	

Course Description		
Unit	Description	Weightage
1.	Organizational Behavior Meaning, Definition, Historical Development, Contributing Disciplines, Factors Affecting Human Behaviour at Work, S-O-B-C Model of Human Behaviour.	25%
2.	Individual Behavior Concept Of Personality, Determinants of Personality, Freudian& Neo Feudian stages of Personality Development. Concept of Learning, Factors Affecting Learning, Classical & Operant conditioning Theory, Reinforcement Principle.	25%
3.	Group Dynamics Concept, Stages of Group Development, Types of Groups, Group Norms, Cohesiveness, Decision Making Techniques to improve group Decision Making.	25%
4.	Organizational Change Concept, Nature, Influencing Factors, Planned change, change process, Resistance to change, Overcoming resistance to change.	25%

*Units will have the same Weightage in the evaluation as suggested in the course outline.

Teaching-Learning Methodology	<ul style="list-style-type: none"> • Lecture Method • Online Lectures • Group Discussion • Practical Problem Solving
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Evaluation Pattern		
Sr.No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	15%
2.	Internal Continuous Assessment in the form of Practical , Viva-Voce, Quizzes, Seminars, Assignments, Attendance	15%
3.	University Examination	70%

* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

Course Outcomes: Having Completed this course, the students will be able to	
1.	Understand the behavior of various persons at work places.
2.	Reaction of people and employee towards change.
3.	Impact of change in organization, causes of change.
4.	Understand various aspects of human personality.
5.	Process of forming group in the organization.
6.	Also can learn group dynamics among the people.
7.	Factors which affect learning and behavior of the various persons.

Suggested References:	
Sr. No	References
1.	Organizational Behavior By Fred Luthans
2.	Organizational Behavior By K.Aswathappa
3.	Organizational Behavior By L.M.Prasad
4.	Organizational Behavior By Keith Devis
5.	Organizational Behavior By Stephen Robbins
On-Line Resources available that can be used as Reference Material	
https://ugcmoocs.inflibnet.ac.in/view_module_pg.php/384	
Subject : Management concept and organizational behavior M-09, M-22.	