

## SARDAR PATEL UNIVERSITY

<b>B.COM. (BUSINESS STUDIES) SEMESTER-II</b>		
<b>Course Code</b> UB02DCOM78	<b>Course Title</b> <b>Human Resource Management</b> <b>(Organizational Behaviour II)</b>	<b>Total Credit</b> <b>3</b>
<b>Course Objectives</b>	The Objectives of the course is to acquaint students with Perception, Conflicts Management, Organizational Culture and Development.	

<b>Course Description</b>		
<b>Unit</b>	<b>Description</b>	<b>Weightage</b>
<b>1.</b>	<b>Perception</b> Concept – Sensation V/s Perception, Importance, Perceptual Process, Perceptual Selectivity, Developing Perceptual Skill.	<b>25%</b>
<b>2.</b>	<b>Conflicts Management</b> Concept, Stages Of Conflict Episode, Positive & Negative Aspects of Conflict, Conflict Management.	<b>25%</b>
<b>3.</b>	<b>Organizational Culture</b> Concept, Characteristics, Types, Functions, Steps For Developing a sound Organizational Culture.	<b>25%</b>
<b>4.</b>	<b>Organizational Development</b> Concept, Nature, Process, Types of OD Interventions, Future Trends of OD Interventions.	<b>25%</b>

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

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

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

<b>Course Outcomes: Having Completed this course, the students will be able to</b>	
1.	Developing perception towards people and situations.
2.	Ways and factors affecting while forming perception.
3.	Conflicts can be positive as well as negative as per situations.
4.	Types of interventions in organizational development
5.	Trends in organizational development.
6.	Steps for developing sound organizational culture
7.	Various aspects of conflicts in organization.

<b>Suggested References:</b>	
<b>Sr. No</b>	<b>References</b>
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
<b>On-Line Resources available that can be used as Reference Material</b>	
<a href="https://ugcmoocs.inflibnet.ac.in/view_module_pg.php/384">https://ugcmoocs.inflibnet.ac.in/view_module_pg.php/384</a>	
<b>Subject : Management concept and organizational behaviour</b>	
<b>M-14, M-36,M-37</b>	