

**SARDAR PATEL UNIVERSITY**  
**Programme: FOURTH YEAR OF BCOM**  
**Semester: VII**  
**Syllabus with effect from : JUNE 2013 (BATCH 2010)**

<b>Paper Code:</b> UB07CCOM03	<b>Total Credit: 4</b>
<b>Title Of Paper:</b> Organizational Behavior for Managers	

Unit	Description in detail	Weighting (%)
<b>1</b>	<b>Foundation of Organizational Behavior</b> Definition Key Elements of OB Nature and Scope of OB Need for Studying OB Foundations of Individual Behavior	<b>25 %</b>
<b>2</b>	<b>Personality:</b> Concept, Approaches to Understanding Personality Traits and Dimensions Personality Profiling – <b>DISC</b> Methodology, Fundamental Interpersonal Relations Organization, Benefits of <b>FIRO</b> <b>Perception:</b> What is Perception? Perceptual Process, Perceptual Interpretation <b>Learning:</b> Meaning and Definition, Determinants of Learning, Learning Theories.	<b>25 %</b>
<b>3</b>	<b>Group Dynamics</b> Definition and Characteristics of Group, Why Do People Form and Join Groups? Types of Groups, Stages of Group Development- <b>Relationship between Group Cohesiveness and  Productivity,</b> <b>Woodcock model</b> of Group Development	<b>25 %</b>
<b>4</b>	<b>Managing Conflicts and Negotiations</b> Concept, Attitudes Towards Conflict Stages of Conflicts Sources of Conflict Conflict resolution Strategy Resolving Conflicts through Negotiations, Critical elements of Negotiations	<b>25 %</b>
<b>Tutorial : Credit – 1 Marks – 25</b>		
<b>5</b>	<b>Management in Action</b> Twenty questions (total) from Unit 1-4 shall comprise as a part of journal. Journal on the same shall be maintained by the students.	

**Basic Text & Reference Books**

- Organizational Behavior (Text and Cases)-Kavita Sig - PEARSON
- Behavior in Organizations Jerald Greenberg, R A. baron - PEARSON
- Organizational Behavior - Stephen Robbins--PEARSON

