

**SARDAR PATEL UNIVERSITY**  
**Programme: FOURTH YEAR OF BCOM**  
**Semester: VII**  
**Syllabus with effect from: JUNE 2014 (BATCH 2011)**

<b>Paper Code:</b> UB07CCOM03	<b>Total Credits: 3</b>
<b>Title Of Paper:</b> Organizational Behavior for Managers	

Unit	Description in detail	Weightage (%)
<b>1</b>	<b>Foundation of Organizational Behavior:</b> Definition Key Elements of OB Nature and Scope of OB Need for Studying OB Contributing Disciplines to OB	<b>25 %</b>
<b>2</b>	<b>Personality:</b> Concept of Personality Determinants of Personality Types of Personality Theories of Personality How Personality Develops? How personality Influences Organisational Behaviour A Look at the Personality Traits of the Indian Managers How to Measure Personality? <b>Perception:</b> Introduction What is Perception? Perception Differs from Sensation Perceptual Process, Factors Affecting Perception How to Improve Perception? Perception and its Application in Organisational Behaviour	<b>25 %</b>
<b>3</b>	<b>Learning:</b> Meaning and Definition Determinations of Learning Learning Theories Learning Principles <ul style="list-style-type: none"> <li>• Reinforcement</li> <li>• Punishment</li> </ul> Learning and Behaviour	<b>25 %</b>
<b>4</b>	<b>Motivation:</b> Meaning of Motivation Nature of Motivation Need for Motivation Theories of Motivation Motivation and Moral <b>Group Dynamics:</b> Definition and Characteristics of Group Why Do People Form and Join Groups? Theories of Group Formation Types of Group	<b>25 %</b>



	Stages of Group Formation Group Behaviour <ul style="list-style-type: none"><li>• Group Norms</li><li>• Group Cohesion</li><li>• Group Role</li><li>• Inter-Group Behaviour</li><li>• Inter Group Conflicts</li></ul>	
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**Basic Text & Reference Books:**

- Organisational Behaviour – S.S.Khanka - S. Chand
- Behavior in Organization - Jerald Greenberg and Robert A. Baron – Pearson Education
- Organisational Behavior - Stephen P. Robbins, Timothy A. Judge and Neharika Vohra – Pearson
- Organisational Behavior Human Behavior at Work – John W. Newstrom and Keith Davis

