

SARDAR PATEL UNIVERSITY
PROGRAMME: B.COM. (HONS') (3 Years)
(International Accounting and Corporate Banking & Insurance)
(Under Choice Based Credit System Based on UGC Guidelines)
Syllabus with effect from: December-2019

Semester: II

Paper Code: UB02CCOH54	Total Credits: 3
Title of Paper: Organizational Behavior for Managers	
<p>Objective : The objective of this course is to give knowledge Organizations are made of people, by the people and for the people. Therefore, organizational effectiveness depends on the behaviours and performance of the people constituting organizations. That is why “Organisational Behaviour’ has become a subject of much interest and concern. Every individual is unique and his / her behavior is highly unpredictable and complex. Nonetheless, knowing why people behave as they behave at work, sharpens the mind, increases vision, and offers an array of tools and techniques to choose from when faced with the problem of resolving a difficult situation. Moreover, how others resolved the problem serves as a doubling guidance and help.</p>	

Unit No.	Description in Detail	Weightage
1	Foundation of Organizational Behavior <ul style="list-style-type: none"> • Definition • Key Elements of OB • Nature and Scope of OB • Need for Studying OB • Contributing Disciplines to OB 	25%
2	Personality <ul style="list-style-type: none"> • 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? 	25%
3	Perception <ul style="list-style-type: none"> • Introduction • What is Perception? • Perception Differs from Sensation • Perceptual Process, • Factors Affecting Perception • How to Improve Perception? • Perception and its Application in Organisational Behaviour 	25%

4	Learning <ul style="list-style-type: none"> • Meaning and Definition • Determinations of Learning • Learning Theories • Learning Principles <ul style="list-style-type: none"> ➤ Reinforcement ➤ Punishment • Learning and Behaviour 	25%
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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