



M.B.A. Semester I
PM01CMBA57: INDIAN ETHOS AND ORGANIZATIONAL BEHAVIOUR

Course Code	PM01CMBA57	Title of the Course	Indian Ethos and Organizational Behaviour
Total Credits of the Course	04	Hours per Week	04

Course Objectives:	<ul style="list-style-type: none">• To provide knowledge about how people act within organizations.• To describe the role of organizational systems, structures, and processes in shaping behaviour and explain how organizations work.• To help the students understand how employees learn and get trained towards various activities with respect to the various personality traits.• To explain the theories of motivation, team dynamics, and change management.• To explain the implications of group formations on performance.
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Course Content- 30 sessions		
Unit	Description	Weightage (%)
1.	Introduction to Organizational Behaviour: Concept of Organizational Behaviour (OB)- Importance of Organizational Behaviour2- Key Elements of Organizational Behavior, Role of Managers, Contributing Discipliners to Organizational Behavior, Challenges and Opportunities for OB and Learning, Principles of Learning, Theories of Learning	25
2.	Definition and Meaning of Personality - Personality, its impact on Behaviour, Importance of Personality, Determinants of Personality, Theories of Personality, Personality Traits Influencing OB. Motivation: Definition and Meaning, Theories of Motivation, Application of theories in Organizational Scenario	25
3	Introduction to Emotions: Nature and Meaning of Emotions - Characteristics of Emotions, Theories of Emotion Introduction to Organizational Change, Forces and Process for change, Resistance to Change, Overcome and Managing Successful Organizational Change.	25



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4	Introduction to Groups and Teams: Meaning and Importance of Groups, Reasons for Group Formation, Types of Groups, Stages of Group Development, Meaning and Importance of Teams. Definition and Meaning, Sources of Stress, Types of Stress, Impact of Stress on Organizations, Stress Management Techniques, Meaning and Nature of Organization Culture Types of Cultures, Conflicts and Types of Conflicts	25
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Teaching-Learning Methodology	Lectures, Presentations, Relevant topic- Case Studies, Quiz.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Mid-Semester Examination	30%
2.	Internal Continuous Assessment in the form of Presentations, Quizzes, Seminars, Assignments, Attendance	30%
3.	End Semester Examination	40%

Course Outcomes: Having completed this course, the learner will be able to	
1.	Contribute to the improvement in the behaviour of employees.
2.	Implement various OB related traits and perspectives for the benefit of employees and organization.
3.	Analyze how the principles of OB help the employee learn better towards organizational situations.
4.	Motivate others and encourage team work.
5.	Play a useful role in organizational change and overcome stress.
6.	Enhance employability.



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Suggested References:	
Sr. No.	References
1	Robbins and Judge, Organizational Behaviour, Pearson education.
2.	Moorhead, G., & Griffin, R. W., Organizational behavior managing people and organizations. Dreamtech Press.
3.	Paul Harsey and K. Blanchard, Management of Organizational Behaviour, Prentice hall.

Online Resources
www.gbr.ppperdine.edu/organizationalbehaviour
www.iudnote.com/organizationalbehaviour
www.smude.edu.in
www.psychology.iresearchnet.com/organizationalbehaviour