

FOUR YEAR UNDERGRADUATE PROGRAM(2024–28)
Department of Commerce and Management

COURSE CURRICULUM

PART-A: Introduction			
Program: Bachelor in Business Administration (Certificate / Diploma / Degree/Honors)		Semester-IV	Session: 2024-2026
1	CourseCode	BBSC- 10	
2	CourseTitle	Organizational Behaviour	
	CourseType	Discipline Specific Course (DSC)	
4	Pre-requisite(if,any)	As per requirement	
5	Course Learning Outcomes(CLO)	<ul style="list-style-type: none"> ➤ Differentiate between various types of personality using standard tools. ➤ Appreciate the applicability of decision making process in real life situations and use Transactional Analysis and Johari Window. ➤ Knowledge to learn the level of motivation in employees. ➤ Describe characteristics of a leader. Learn how to build a supportive ➤ Organisational Culture. 	
6	Credit Value	4 Credits	Credit=15 Hours-learning & Observation
7	Total Marks	Max.Marks: 100	Min Passing Marks: 40
PART-B: Content of the Course			
Total No. of Teaching-learning Periods(01 Hr.per period)– 60 Periods(60 Hours)			
Unit	Topics(Course contents)		No. of Period
I	Organisational Behaviour: Concepts, Determinants, Challenges and Opportunities of OB. Contributing disciplines of OB. Organisational Behaviour Models. Personality: Type A and B, Big Five personality types, Factors influencing personality. Values and Attitudes: Concept and type of values; Terminal value and Instrumental Value; Components of attitude, job-related attitudes. Learning: Concept, Learning theories and reinforcement. Perception and Emotions: Concept, Perceptual process, Importance, Factors influencing Perception; Emotional Intelligence.		15
II	Decision Making and Communication: Concept and Nature of Decision Making Process, Individual versus Group Decision Making; Communication and Feedback; Transactional Analysis (TA); Johari Window.		15
III	Motivation: Meaning and Importance, Maslow's need hierarchy theory of motivation, Herzberg's two factor theory, Adam's Equity theory of Motivation, Vroom's Valence Expectancy theory, Ken Thomas Intrinsic Motivation theory, McClelland's theory of Motivation. Motivation and Organisational Effectiveness.		15
IV	Leadership, Power and Conflict: Meaning and concept of leadership, Trait theory, Transactional Charismatic and Transformational Leadership; Power and conflict; Power tactics, Sources of conflict, Conflict Resolution Strategies. Dynamics of Organisational Behaviour: Organisational Culture and Climate; Concept & determinants of Organisational Culture. Organisational Change: Importance, Managing change. Individual and organisational factors to stress; Prevention and Management of Stress.		15
Keywords	Organisational Behaviour, Decision making, Motivation, Organisational change		
PART-C: Learning Resources			
Text Books, Reference Books and Others			

<p>1. Chhabra, T.N. (2017). <i>Management Process and Organisational Behaviour</i>. Delhi :Sun India Publications.</p> <p>2. Greenberg, J & Baron, R.A (1996). <i>Organisational Behaviour</i>. New Jersey: Prentice Hall.</p> <p>3. Luthans, F (2010). <i>Organisational Behaviour</i>. New York : Mc Graw Hill Education.</p> <p>4. Robbins, S.P. & Judge, T.A. (2015). <i>Organisational Behaviour</i>. New Delhi : London: Pearson Education. Singh, A.K. & Singh B.P. (2007). <i>Organisational Behaviour</i>. New Delhi : Excel Books Pvt. Ltd.</p>		
<p>Online Resources– https://www.kopykitab.com/ https://www.hitbullseye.com/grad-</p>		
PART-D: Assessment and Evaluation		
Suggested Continuous Evaluation Methods:		
Maximum Marks: 100 Marks		
Continuous Internal Assessment (CIA): 30 Marks		
End Semester Exam (ESE): 70 Marks		
Continuous Internal Assessment (CIA): (By Course Teacher)	Internal Test/Quiz-(2): 20 & 20 Assignment/Seminar- 10 Total Marks- 30	Better marks out of the two Test/ Quiz + obtained marks in Assignments shall be considered against 30 Marks
End Semester Exam (ESE):	Two section– A & B Section A: Q1. Objective–10x1=10 Mark; Q2. Short answer type-5x4=20 Marks Section B: Descriptive answer type qts., 1 out of 2 from each unit-4x10=40 Marks	

Name and Signature of Convenor & Members: (CBOS)

