

St. Joseph's College of Commerce

Unit wise lesson plan

M3 17 MC 102: ORGANIZATIONAL BEHAVIOUR

Course: BBA Entrepreneurship I semester

Total hours: 60

Faculty name: Dr. Ritty Francis

Objective:

- To develop the organisational skills of students and to give guidance in creating an ethically healthy work climate in any organization.

Unit	Hours Allotted	Topic	Teaching Pedagogy	Skill Development /Evaluation
Module 1: Introduction to Organizational Behavior	6 Hrs	The concept of organization, organization goals- Determinants of goals - Goal displacement- goal distortion. The study of Organizational behavior – Definition – Scope and application in management – Contributions of other disciplines - Organizational structure-Learning organizations-Models of OB - Hawthorne studies- Challenges and opportunities in OB	Lecture PPTs and Interaction	Discussion
Module 2: Personality, Perception & Motivation	18 Hrs	Personality: Determinants of personality – biological factors - cultural factors – family and social factors – situational factors – personality attributes influencing OB. Perception-Meaning – Need – Perceptual process –Perceptual mechanism – Factors influencing perception – interpersonal	Lecture PPTs Videos Case study and Interaction	Case study analysis Discussion on various traits of eminent personalities

		<p>perception – self-concept and self esteem</p> <p>Motivation – Meaning - Characteristics – Role of Motivation –Motivation and Behavior – Motivation and Performance - Financial and Non-financial incentives</p>		
Module 3 - Learning and Behavior Modification	10 Hrs	<p>Concept of attitude – Attitude, opinions and beliefs, attitudes and behavior – Formation of attitudes – Factors determining formation of attitudes – Attitude measurement – Attitude change.</p> <p>Learning – Principles, process, organizational reinforcement systems – cognitive learning</p>	Lecture PPTs Videos and Interaction	Analyze the characteristics and components of attitudes
Module 4: Group Dynamics and Leadership	12 Hrs	<p>Importance of teams - Formation of teams and team work.</p> <p>The concept of groups – kinds and functions of groups – formal and informal groups – group cohesiveness – group think – group norms- process of group formation.</p> <p>Leadership – formal and informal leadership – characteristics – Leadership theories [Trait, Behavioral and Contingency] - Power – Sources of power</p>	Lecture PPTs Class Activities and Interaction	<p>Discussion on the characteristics of an individual group and its cohesiveness</p> <p>Discuss the leadership style of any leader</p>
Module 5: Organization Culture and Climate	4 Hrs	Organization culture - organization climate and organizational effectiveness	Lecture PPTs and Interaction	Analyze the organizational culture and climate in any industry

Module 6: Conflict and Organizational Change	10 Hrs	<p>A. Conflict - meaning - process – causes – sources – types of conflict – consequences of conflict – conflict resolution strategies.</p> <p>B. Stress- Understanding Stress – causes, consequences and Stress management</p> <p>C. Organizational Change – kinds of change – identification of the problems and implementation of change – resistance to change – overcoming resistance to change</p>	Lecture PPTs and Interaction	
-----------------------------------------------------------------	---------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------	--