

OBE based Teaching Lesson Plan 2019-20

Program: BBA

Course Name: Organisational Behaviour

Course Code: M1 15 MC 102

Semester: I

Lecture hours: 60 Hours

Faculty in-charge: Dr Soney Mathews and Ms Tina Singh

Course Outcome No.	Course Outcomes	T level Indicator
CO1	Describe conceptual inputs to manage behaviour in organizations and assess the basic design elements of organizational structure and evaluate their impact on employees.	T2
CO2	Evaluate individual human behavior in the workplace as influenced by personality, values, perceptions, and motivation.	T4
CO3	Analyze the behaviour of individuals and groups in organizations in terms of the key factors that influence organizational behaviour.	T3
CO4	Assess the organization climate and organizational effectiveness	T4
CO5	Examine the causes, outcomes and the different ways of managing individual, interpersonal and Group behavior in the context of Organizational set up.	T4
CO6	Explain how organizational change and culture affect working relationships within organizations.	T2

Module No. & Topics Covered	Course Outcome No.	No. of Lecture Hours	Pre-Class Activity	Instructional techniques	Assessment	T level
Module 1 - Introduction to Organizational Behaviour The concept of organization,	CO1	6 Hrs	Reading of recommended material/ watching videos on	Lecture, illustrations, discussions	Discussion, Questions & Answers	T2

<p>organization goals- Determinants of goals - Goal Displacement- goal distortion. The study of Organizational Behaviour - Definition - Scope and application in management - Contributions of other disciplines - Organizational structure-Learning organizations-Models of OB - Hawthorne studies- Challenges and opportunities in OB</p>			<p>selected topics</p>			
<p>Module 2 - Personality, Perception & Motivation 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 perception - self- concept and self esteem Motivation - Meaning - Characteristics - Role of Motivation -Motivation and Behaviour - Motivation and Performance - Financial and Non-financial incentives</p>	<p>CO2</p>	<p>18 Hrs</p>	<p>Reading of recommended material/ watching videos on selected topics</p>	<p>Lecture, illustrations, discussions</p>	<p>Case study analysis and discussion</p>	<p>T4</p>

<p>Module 3 - Learning and Behaviour Modification</p> <p>Concept of attitude - Attitude, opinions and beliefs, attitudes and behaviour - Formation of attitudes - Factors determining formation of attitudes - Attitude measurement - Attitude change.</p> <p>Learning - Principles, process, organizational reinforcement systems - cognitive learning</p>	CO3	10 Hrs	Reading of recommended material/ watching videos on selected topics	Lecture, illustrations, discussions	Assignment and Presentation	T3
<p>Module 4 - Group Dynamics and Leadership</p> <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, Behavioural and Contingency] - Power - Sources of power</p>	CO4	12Hrs	Reading of recommended material/ watching videos on selected topics	Lecture, illustrations, discussions	Assignment and Presentation	T4
<p>Module 5 - Organization Culture and Climate</p> <p>Organization culture - organization climate</p>	CO5	4 Hrs	Reading of recommended material/ watching videos on	Lecture, illustrations, discussions	Assignment	T4

and organizational effectiveness			selected topics			
Module 6- Conflict and Organizational Change A. Conflict - meaning - process - causes - sources - types of conflict - consequences of conflict - conflict resolution strategies. B. Stress-Understanding Stress - causes, consequences and Stress Management C. Organisational Change - kinds of change - identification of the problems and implementation of change - resistance to change - overcoming resistance to change	CO6	10 Hrs	Reading of recommended material/ watching videos on selected topics	Lecture, illustrations, discussions	Online quiz and case study	T2

Continuous Internal Assessment – (Examples)

- Power point presentation in class on the given topic.
- Case study analysis
- Role play
- Class test

Books for Reference:

- Stephen Robins - Organizational Behaviour.
- Keith Davis - Human Behaviour at work.
- Fred Luthons - Organizational Behaviour.
- Reddy and Appaniah - Organizational Behaviour.
- Subha Rao - Organizational Behaviour.
- Ashwathappa - Organizational Behaviour.