

OBE based Teaching Lesson Plan 2019-20

Program: BBA (Entrepreneurship)

Course Name: ORGANIZATIONAL BEHAVIOUR

Course Code: M3 17 MC 102

Semester: I

Lecture hours: 60

Faculty in-charge: Dr. Ritty Francis

Course Outcome No.	Course Outcomes	T level Indicator
CO1.	Describe conceptual inputs to manage behaviour in organisations and assess the basic design elements of organizational structure and evaluate their impact on employees.	T2
CO2.	Examine the causes, outcomes and the different ways of managing individual, interpersonal and Group behaviour in the context of Organizational set up.	T4
CO3.	Assess the potential effects of organisational-level factors (such as structure, culture and change) on organisational behaviour.	T4
CO4.	Identify different motivational theories and evaluate motivational strategies used in a variety of organizational settings.	T5
CO5.	Select the appropriate leadership style and conflict management strategy used in organizations.	T3
CO6.	Explain how organizational change and culture affect working relationships within organizations. Analyse organisational behavioural issues in the context of organisational behaviour theories, models and concepts.	T4

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, 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	CO1.	6 Hrs	Web link to videos	Lecture and Interaction	Discussion	T2
Module2: 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-	CO2.	18 Hrs	Case study to be read	Lecture and Interaction	Case study analysis Discussion on various traits of eminent personalities	T4

concept and self esteem Motivation – Meaning - Characteristics – Role of Motivation – Motivation and Behavior – Motivation and Performance - Financial and Non- financial incentives						
Module 3 - Learning and Behaviour Modification- Concept of attitude – Attitude, opinions and beliefs, attitudes and behaviour – Formation of attitudes – Factors determining formation of attitudes – Attitude measurement – Attitude change. Learning – Principles, process, organizational reinforcement systems – cognitive learning	CO3.	10 Hrs	Video on attitude formation	Lecture and Interaction	Analyze the characteristics and components of attitudes	T4
Module 4: Group Dynamics and Leadership- Importance of teams - Formation of teams and team work. The concept of groups – kinds and functions of groups – formal and informal groups – group cohesiveness – group think – group norms- process of group formation. Leadership – formal and informal leadership – characteristics – Leadership theories [Trait, Behavioral and Contingency] - Power – Sources of power	CO4.	12 Hrs	Introductory video on types of leadership	Lecture and Interaction	Discussion on the characteristics of an individual group and its cohesiveness Discuss the leadership style of any leader	T5

Module 5: Organization Culture and Climate- Organization culture - organization climate and organizational effectiveness	CO5.	4 Hrs	Handouts	Lecture and Interaction	Analyze the organization al culture and climate in any industry	T3
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. Organizational Change – kinds of change – identification of the problems and implementation of change – resistance to change – overcoming resistance to change	CO6.	10 Hrs	Web link to video on causes of stress	Lecture and Interaction	Discussion	T4

Continuous Internal Assessment –

- Power point presentation in class on the given topic.
- 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.

