



ARSD College, University of Delhi

Model Course Handout/Lesson Plan

| Course Name : B.Com (Prog) | | | | | | |
|------------------------------------|-------------|-------------------------|-------------|--------------|---------------|------------|
| Semester | Course Code | Course Title | Lecture (L) | Tutorial (T) | Practical (P) | Credit (C) |
| VI | BC 6.2 (d) | Organisational Behavior | 5 | 1 | | 6 |
| Teacher/Instructor(s) | | Dr. Renu Aggarwal | | | | |
| Session | | 2021-22 | | | | |

Course Objective: The underlying objective of this course is to create basic understanding of concept of organisational behavior and help students gain theoretical and practical knowledge along with desirable skills to become successful managers and effective employees in organization.

Course Learning Outcomes:

After completing the course, the student shall be able to:

CO1: understand the development of organisational behavior and its importance in managing people at the workplace.

CO2: understand human behavior as an individual.

CO3: appreciate different theories of motivation.

CO4: critically evaluate leadership styles and strategies.

CO5: understand the importance of organisational culture and learn to deal with change and stress.

Lesson Plan:

| Unit No. | Learning Objective | Lecture No. | Topics to be covered |
|----------|---------------------|-------------|--|
| I | Introduction | 1-2 | Introduction to organisational theories |
| | | 3 | Organisational behavior- concepts |
| | | 4 | Determinants of organizational behaviour |
| | | 5-6 | Challenges and opportunities |
| | | 7 | Contributing disciplines of OB |
| | | 8-9 | Organisational Behaviour model |
| II | Individual Behavior | 10 | Foundations of Individual Behavior |
| | | 11-12 | Personality- factors influencing personality |
| | | 13 | Traits Theory, Type A and B of personality |
| | | 14 | Values-Concept |

| | | | |
|-------|--|-------|--|
| | | 15 | Types of values- terminal values and instrumental values |
| | | 16 | Attitudes -concept |
| | | 17 | Component of Attitudes |
| | | 18-19 | Job related attitude, satisfaction and job involvement |
| | | 20 | Perception - concept |
| | | 21 | Perceptual process |
| | | 22 | Factors influencing perception |
| | | 23 | Emotional Intelligence |
| III | Motivation and Communication | 24 | Meaning of motivation |
| | | 25 | Importance of motivation |
| | | 26-28 | Motivation Theories- Equity Theory of motivation |
| | | 29 | Intrinsic Motivation by Ken Thomas |
| | | 30 | Behavior modification |
| | | 31-32 | Communication and feedback |
| | | 33-34 | Transactional Analysis, JOHARI Window |
| 35-36 | Motivation Practices of 5 prominent organisations- case Study | | |
| IV | Group Behavior and Leadership | 37-38 | Group dynamics- concepts |
| | | 39 | Types of groups in organization |
| | | 40 | Formal and Informal groups |
| | | 41-42 | Group norms |
| | | 43 | Group behaviour |
| | | 44-45 | Group roles and group cohesiveness |
| | | 46-47 | Leadership- concept and trait theory |
| | | 48 | Leadership continuum |
| 49 | Transactional leadership, Charismatic, and transformational leadership | | |
| V | Dynamics of Organisational Behavior | 50-51 | Conflict and nature of conflict |
| | | 52 | Issues involved in conflict |
| | | 53 | Levels of conflict |
| | | 54-55 | Resolution strategies |
| | | 56 | Organisational culture- concept |
| | | 57 | Determinants of culture |
| | | 58 | Organisational change and importance |
| | | 59 | Types of organizational change |
| | | 60 | Forces that create need to change |
| | | 61 | Resistance to change |
| | | 62 | Managing change |
| | | 63 | Stress- individual, group and organisation level |
| | | 64 | Organisational factors to stress |
| 65 | Prevention and management of stress. | | |

Evaluation Scheme:

| No. | Component | Duration | Marks |
|-----|--------------------------|----------|-------|
| 1. | • Class test | | 25 |
| | • Assignments | | |
| | • Class presentations | | |
| | • Attendance | | |
| 2. | End Semester Examination | 3 | 75 |

| Details of the Course | | |
|-----------------------|---|-----------------------------|
| Unit | Contents | Contact Hours |
| 1 | Introduction | 9 |
| 2 | Individual Behaviour | 14 |
| 3 | Motivation and Communication | 13 |
| 4 | Group Behaviour and Leadership | 13 |
| 5 | Dynamics of Organisational Behaviour | 16 |
| | Total | 65 |
| Suggested Books: | | |
| Sl. No. | Name of Authors/Books/Publishers | Year of Publication/Reprint |
| 1 | Luthans, F. (1997). Organisational Behavior. McGraw-Hill International Editions | |
| 2 | Chhabra, T. N. Organisational Behavior. Sun India Publications | 2022 |
| 3 | Moshal, B. S. Organisational Behavior . New Delhi: Ane Books Pvt. Ltd | 2020 |
| 4 | Pareek, U. Understanding Organisational Behavior. Oxford University Press. | 2020 |
| 5 | Singh, K. (2015). Organisational Behavior: Texts & Cases. | |

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|----------------------------|--|---|
| | India: Pearson | |
| 6 | Singh, A. K., & Singh, B. P. Organisational Behavior. New Delhi: Excel Books Pvt. Ltd. | |
| Mode of Evaluation: | | Internal Assessment and End Semester Exam |

Progress Report:

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| | | | Group norms |
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