



KV INSTITUTE OF MANAGEMENT AND INFORMATION STUDIES - COIMBATORE

Approved by AICTE - New Delhi, Affiliated to Anna University - Chennai

A Nationally Ranked B School for MBA

No. 545, Sathy Main Road, Kurumbapalayam Post, Coimbatore - 641 107

DEGREE - MBA (2018-2020)	SEMESTER I	TARGET SESSIONS – 30 Hrs
COURSE CODE – BA5105	COURSE TITLE – ORGANIZATIONAL BEHAVIOUR	
FACILITATOR – DR. LARA PRIYADHARSHINI. S		

AIM:

To empower the students with the capability of understanding the basic concepts of Organisational Behaviour (OB), which will enable them in the study of the human behavior at work.

COURSE OBJECTIVE:

To provide an overview of theories and practices in organisational behavior in individual, group and organizational level.

LEARNING OUTCOMES:

The Students become acclimatized with the Key Elements, Nature and scope of the subject Organisational Behaviour. They can learn the skill of molding an organization into an effective enterprise by taking care of each individual differently, thereby the holistic development of the organization as a whole.

COURSE DELIVERY:

Facilitate the students through theory and practical applications. To develop true interest in the subject, text books, reference books, Videos and Case Studies are prescribed as the sources of study material. The teaching methodologies will include Class Lecture, Discussions through PPT's, Case studies, Videos, Assignment Writing and Seminar Presentations. Students can approach the course facilitator for any clarifications in the subject and also refer relevant sources for their Assignment and Seminars.

GRADING PATTERN

No.	Component	Unit Score	Times	Total Score	Weight
1	Attendance*			05	05
2	Internal Assessment Tests	50	3	100	10
3	Assignments	-	3	5	05
4	End Semester Examination	100	1	100	80
	Total				100

ATTENDANCE MARKS

Percentage of Attendance	Weight
96-100	5
91-95	4
86-90	3
81-85	2
76-80	1

CODE OF CONDUCT:

Any form of cheating, plagiarism, impersonation, falsification of a document as well as any other form of dishonest behavior related to the obtaining of academic gain or the avoidance of evaluative exercises committed by a student is judged as an academic offence.

CLASS PARTICIPATION:

It means physical, mental and intellectual participation in class. Students are expected to read well in advance for active participation in class. They need to contribute to the academic discussion in every session and quality of such contribution must be appreciable. They are welcome to share their practical experiences, provided those are relevant and related to topic.

IMPORTANT INFORMATION:

1. Students are required to be present in class at scheduled time.
2. They must carry their subject note book and lesson plan to the class.
3. If a student fails to attend the class within 05 minutes of its scheduled time, he will be marked absent.
4. Students are required to take consent from the course faculty for any kind of permission.

NO. OF STUDENTS ENROLLED IN THE CLASS: 120

SESSION	CONTENT	PEDAGOGY	DELIVERABLES (ONLINE - VIDEOS / CASE STUDY)	RESOURCE	DATE OF CLASS HANDLED	NO OF STUDENTS PRESENT IN THE CLASS
UNIT I – FOCUS AND PURPOSE						
PRE CLASS VIDEO : https://www.youtube.com/watch?v=8x4ndeubZKI (Importance of Organizational behavior in organization and in individual)						
1	Introduction to organizational behaviour	PPT	https://www.youtube.com/watch?v=KD5NsGX3yvE	T B 1 (Pg 3),		
2	Definition and need of organizational behaviour	PPT		T B (Pg 6)		
3	Importance of organizational behaviour	PPT		T B 2 (Pg 11)		
4	Nature of organizational behaviour	PPT		T B 1 (Pg 5)		
5	Scope of organizational behaviour	PPT	https://www.youtube.com/watch?v=u5iFxzB_wsg	T B (Pg 10)		

6	Frame work of organizational behaviour	PPT		T B (Pg 10)		
7	Organizational behaviour models	PPT		T B 1(Pg 11)		

UNIT II INDIVIDUAL BEHAVIOUR

PRE CLASS VIDEO : <https://www.youtube.com/watch?v=OoLVo3snNA0> (Emotional intelligence in workplace)

https://www.youtube.com/watch?v=pURyXH_f9z4 (Perception in organizational behavior)

8	Personality – types – Factors influencing personality – Theories – Learning – Types of learners	PPT		T B 1(Pg 43)		
9	Learning theories – Organizational behaviour modification.	PPT	https://www.youtube.com/watch?v=ACowHxGEAUg	T B 1(Pg 50), T B 1(Pg 89)		
10	Misbehaviour – Types – Management Intervention. Emotions - Emotional Labour	PPT		T B 2(Pg273)		
11	Emotional Intelligence – Theories. Attitudes – Characteristics – Components – Formation – Measurement- Values.	PPT	https://www.youtube.com/watch?v=OoLVo3snNA0&t=7s	T B 1(Pg 72), T B 1(Pg 72), T B 1(Pg 74), T B 1(Pg 76)		
12	Perceptions – Importance – Factors influencing perception	PPT		T B 1(Pg 58), T B 1(Pg 62),		
13	Interpersonal perception- Impression Management.	PPT		T B 1(Pg 64)		
14	Motivation – Importance – Types – Effects on work behavior.	PPT	https://www.youtube.com/watch?v=2H3dWzqyUSg	T B 1(Pg 122), T B 1(Pg 125)		

UNIT III GROUP BEHAVIOUR

PRE CLASS VIDEO : <http://study.com/academy/lesson/functions-of-organizational-culture.html> (organizational culture, types and importance)

15	Organization structure – Formation	PPT	https://www.youtube.com/watch?v=GfXnPwM3ob4	T B1(Pg 245), T B 2(Pg 514)		
16	Groups in organizations – Influence	PPT		T B 2(Pg 311)		
17	Group dynamics – Emergence of informal leaders and working norms	PPT		T B 2(Pg 311)		
18	Group decision making techniques	PPT	https://www.youtube.com/watch?v=4RvfYNZRbt8	T B 1(Pg 145)		
19	Team building	PPT		T B 2(Pg 607)		
20	Interpersonal relations	PPT	https://www.youtube.com/watch?v=Trg6LbkRNQU	T B 1(Pg 144)		
21	Communication – Control.	PPT		T B 2(Pg 474)		

Industrial Example :

Case Study:

UNIT IV ORGANIZATIONAL CHANGE

PRE CLASS VIDEO : https://www.youtube.com/watch?v=2jW1batb_pM (Leadership and types of power)

22	Meaning – Importance – Leadership styles	PPT	https://www.youtube.com/watch?v=vilZazhIjoc	T B 1(Pg 211)		
23	Theories – Leaders Vs Managers	PPT		T B 2(Pg 429)		
24	Sources of power – Power centers – Power and Politics.	PPT	https://www.youtube.com/watch?v=2jW1batb_pM&t=57s	T B 1(Pg 227)		

UNIT V DYNAMICS OF ORGANIZATIONAL BEHAVIOUR

PRE CLASS VIDEO : <https://www.youtube.com/watch?v=hXdmaBlijD0> (Understanding the difference culture and climate)
<https://www.youtube.com/watch?v=dhkLMKxncc8> (Organizational change)

25	Organizational culture and climate – Factors affecting organizational climate – Importance. Job satisfaction	PPT	https://www.youtube.com/watch?v=hXdmaBlijD0	T B 1(Pg 273)		
26	Determinants – Measurements – Influence on behavior. Organizational change – Importance	PPT		T B 1(Pg 283),T B 2 (586)		
27	Stability Vs Change – Proactive Vs Reaction change – the change process – Resistance to change	PPT	https://www.youtube.com/watch?v=LOgGTdERCLM	T B 1(Pg 253)		
28	Managing change. Stress – Work Stressors – Prevention and Management of stress – Balancing work and Life.	PPT		T B 1(Pg 291, 177)		
29	Organizational development – Characteristics – objectives	PPT		T B 1(Pg 296)		
30	Organizational effectiveness Developing Gender sensitive workplace	PPT	https://www.youtube.com/watch?v=ir8pgDiwk_M	T B 1(Pg 316)		

LEARNING RESOURCES:

SN	RESOURCES	PARTICULARS
1	TEXT BOOKS	TB - 1: S.S. Khanka, Organizational Behavior, S. Chand, 2000.
		TB - 2: K. Aswathappa, Organisational Behaviour , Himalya publishing house, 2005 .
2	REFERENCE BOOKS	RB – 1: Saroj Kumar, Shweta Sharma, Managerial Behaviour & Effectiveness
3	SUPPLEMENTARY READING MATERIALS	OB – 1: Innovation with field experiments: Studying organizational behaviors in actual organizations
4	JOURNALS	1. Leadership & Organization Development Journal
		2. Journal of Organizational Change Management
5	WEBSITES	1. http://obweb.org/
		2. http://www.open.edu
6	VIDEOS	1. https://www.youtube.com/watch?v=r2Xv9Am7PWQ
		2. https://www.youtube.com/watch?v=24V6X11xWKE

INTERNAL ASSESSMENT TESTS DATES AND PORTIONS

TEST	PORTIONS	DATE OF EXAM	PAPER CORRECTION COMPLETION DATE	NO.OF STUDENTS REGISTERED	NO.OF STUDENTS APPEARED	NO.OF STUDENTS PASSED	NO.OF STUDENTS FAILED
IA TEST-1	UNIT-1 & 2						
IA TEST-2	UNIT 3 & 4						
IA TEST-3	ALL UNITS						

END SEMESTER EXAMS: ASSESSMENT OF RESULTS BY FACULTY

Total No. of Students Registered		Total No. of Students Appeared	
Expected Pass%:		Secured Pass%:	
Expected O Grade		Secured O Grade	
Expected A+ Grade		Secured A+ Grade	
Expected A Grade		Secured A Grade	
Expected B+ Grade		Secured B+ Grade	

Expected B Grad		Secured B Grad	
Expected RA (Re-appear)		Secured RA (Re-appear)	

Lessons Learned:

Corrective Actions:

**Dr.S.Lara Priyadharshini
COURSE FACILITATOR**

PRINCIPAL/DIRECTOR

