

St. Joseph's College of Commerce (Autonomous)
#163, Brigade Road, Bangalore – 560 025

LESSON PLAN – I BBA A & B, I Semester

Gayatri Sasi Tampi

Subject Name: Organisational Behaviour

Lecture hours: 60

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

Sl. No	UNIT & OBJECTIVES	No. of Lecture Hours	Methodology/ Instructional techniques	Evaluation/ learning confirmation
UNIT I	Introduction to Organizational Behaviour	6 hours		
1.	6 Hrs The concept of organization, organization goals- Determinants of goals - Goal displacement- goal distortion	2	Lecture	cases
2.	The study of Organizational behaviour – Definition – Scope and application in management –	1	Lecture & Case Analysis	Case
3.	Contributions of other disciplines - Organizational structure		Lecture	Discussion
4.	Learning organizations-Models of OB -	2	Lecture	Cases
5.	Hawthorne studies- Challenges and opportunities in OB	1	Lecture & Illustrations	Illustrations and Videos
UNIT II	Module 2 – Personality, Perception & Motivation	18 hours		
1	Determinants of personality – biological factors - cultural factors – family and social factors – situational factors – personality attributes influencing OB	2	Lecture	Videos
2	Meaning – Need – Perceptual process –	4	Case study analyses	Case study
3	Perceptual mechanism – Factors influencing perception	2	Lecture	Discussion
4	interpersonal perception – self concept and self esteem	2	Illustrations and Cases	Test
	Motivation – Meaning - Characteristics – Role of Motivation – Motivation and Behaviour –	3	Lecture	Videos

	Motivation and Performance - Financial and Non-financial incentives	3	Examples	Cases
	Revision	1		
	Test	1		
UNIT III	Learning and Behaviour Modification	10 hours		
1	Concept of attitude – Attitude, opinions and beliefs, attitudes and behaviour – Formation of attitudes – Factors determining formation of attitudes	2	Presentation	MCQs
2	Attitude measurement – Attitude change.	2	Problem solving	
3	Learning – Principles, process,	2	Lecture	
4	organizational reinforcement systems	2	Lecture	
5	cognitive learning	2	Presentation	
UNIT IV	Group Dynamics and Leadership	12 hours		
1	Importance of teams - Formation of teams and team work. The concept of groups – kinds and functions of groups – formal and informal groups	3	Lecture through PPT & illustrations	Question and Answer
	group cohesiveness – group think – group norms- process of group formation	1	Cases	Cases
	Leadership – formal and informal leadership – characteristics	1	Lecture	Illustrations
	Leadership theories [Trait, Behavioural and Contingency]	1	Lecture	Videos
	Power – Sources of power	1	Lecture	Videos
UNIT V	– Organization Culture and Climate	4		
1.	Organization culture -	1	Lecture	Question and Answer
	organization climate	1	Activity	Discussion
	organizational effectiveness	2	Activity	Discussion
UNIT VI	Conflict and Organizational Change	10 hours		
	. Conflict - meaning - process – causes – sources – types of conflict – consequences of conflict – conflict resolution strategies	2	Presentation	Presentation
	Understanding Stress – causes, consequences and Stress management	2	Discussion	Discussion
	. Change – kinds of change – identification of the problems and implementation of change – resistance to change – overcoming resistance to	2	Lecture	MCQ

	change			

Tentative dates for CIA :

1st CIA (Test) – July 1st week

2nd CIA (Assignment) – July 3rd Week

3rd CIA (Presentation) – August 2nd week