

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

**LESSON PLAN – I BBM 1<sup>th</sup> Semester**

**GayatriSasiTampi**

**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.

<b>Sl. No</b>	<b>UNIT &amp; OBJECTIVES</b>	<b>No. of Lecture Hours</b>	<b>Methodology/ Instructional techniques</b>	<b>Evaluation/ learning confirmation</b>
<b>UNIT I</b>	<b>Introduction to Organizational Behaviour</b>	<b>6 hours</b>		
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
<b>UNIT II</b>	<b>Module 2 – Personality, Perception &amp; Motivation</b>	<b>18 hours</b>		
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	2	Illustrations	Test

	self esteem		and Cases	
	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		
<b>UNIT III</b>	<b>Learning and Behaviour Modification</b>	<b>10 hours</b>		
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	
<b>UNIT IV</b>	<b>Group Dynamics and Leadership</b>	<b>12 hours</b>		
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
<b>UNIT V</b>	<b>– Organization Culture and Climate</b>	<b>4</b>		
1.	Organization culture -	1	Lecture	Question and Answer
	organization climate	1	Activity	Discussion
	organizational effectiveness	2	Activity	Discussion
<b>UNIT VI</b>	<b>Conflict and Organizational Change</b>	<b>10 hours</b>		
	<b>. Conflict - meaning - process – causes – sources – types of conflict – consequences of conflict –</b>	<b>2</b>	Presentation	Presentation

	<b>conflict resolution strategies</b>			
	<b>Understanding Stress – causes, consequences and Stress management</b>	<b>2</b>	Discussion	Discussion
	. Change – kinds of change – identification of the problems and implementation of change – resistance to change – overcoming resistance to change	<b>2</b>	Lecture	MCQ