

St. Joseph's College of Commerce

Unit wise lesson plan M3 17 MC 102: ORGANIZATIONAL BEHAVIOUR

Course: BBA Entrepreneurship I semester
hours: 60

Total

Faculty name: Dr. Ritty Francis

Objective:

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

Unit	Hours Allotted	Topic	Teaching Pedagogy	Skill Development /Evaluation
Module 1: Introduction to Organizational Behaviour	6 Hrs	The concept of organization, organization goals- Determinants of goals - Goal displacement- goal distortion. The study of Organizational behaviour – Definition – Scope and application in management – Contributions of other disciplines - Organizational structure-Learning organizations-Models of OB - Hawthorne studies- Challenges and opportunities in OB	Lecture PPTs and Interaction	Discussion
Module 2: Personality, Perception & Motivation	18 Hrs	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-concept	Lecture PPTs Videos Case study and Interaction	Case study analysis Discussion on various traits of eminent personalities

		and self esteem Motivation – Meaning - Characteristics – Role of Motivation –Motivation and Behaviour – Motivation and Performance - Financial and Non-financial incentives		
Module 3 - Learning and Behaviour Modification	10 Hrs	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	Lecture PPTs Videos and Interaction	Analyze the characteristics and components of attitudes
Module 4: Group Dynamics and Leadership	12 Hrs	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	Lecture PPTs Class Activities and Interaction	Discussion on the characteristics of an individual group and its cohesiveness Discuss the leadership style of any leader
Module 5: Organization Culture and Climate	4 Hrs	Organization culture - organization climate and organizational effectiveness	Lecture PPTs and Interaction	Analyze the organizational culture and climate in any industry
Module 6: Conflict and	10 Hrs	A. Conflict - meaning - process – causes – sources	Lecture PPTs and Interaction	

Organizational Change		<ul style="list-style-type: none"> - types of conflict - consequences of conflict - conflict resolution strategies. B. Stress- Understanding Stress – causes, consequences and Stress management C. Organisational Change <ul style="list-style-type: none"> - kinds of change - identification of the problems and implementation of change - resistance to change – overcoming resistance to change 		
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