

19MS304 PRINCIPLES OF MANAGEMENT & ORGANIZATIONAL BEHAVIOR

Hours Per Week :

L	T	P	C
3	-	-	3

Total Hours :

L	T	P	WA/RA	SSH/HS	CS	SA	S	BS
45	-	-	10	40	-	8	5	5



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COURSE DESCRIPTION AND OBJECTIVE:

This course deals with human behavior in organizations, conceptual frameworks, case discussions, and skill-oriented activities applied to course topics which include: motivation, group dynamics, leadership, communication, diversity, organizational design, and culture. Class sessions and assignments are intended to help participants acquire skills and concepts to improve organizational relationships and effectiveness.

COURSE OUTCOMES:

Upon completion of the course, student will be able to achieve the following outcomes:

COs	Course Outcomes	POs
1	Differentiate personality traits, job attitudes of people.	1,4
2	Understand person-organization fit.	1,4
3	Apply group decision making techniques.	1,8
4	Analyze the effectiveness of various communication channels.	2,5,8
5	Aware of challenges of OB.	3

SKILLS / ACTIVITIES

- ✓ Study organizational structures of any 10 companies and classifying them into different types of organizations which are studied in Unit 2 and justifying why such structures are chosen by those organizations.
- ✓ Prepare the leadership profiles of any 5 business leaders and studying their leadership qualities and behaviors with respects to the trait, behavioral and contingency theories studied.
- ✓ Identify any five job profiles and listing the various types, abilities required for those jobs and also the personality traits/attributes required for the jobs identified.

UNIT - I**L-9**

INTRODUCTION TO OB: Management functions, Roles, Skills, Organizational behavior: Disciplines that contribute to the OB field; Diversity in organizations; Attitudes: Components, Major job attitudes

UNIT - II**L-9**

EMOTIONS, MOODS & VALUES: Emotions and Moods: Functions & sources of emotions and moods, Emotional intelligence; Personality: The MBTI, The big five personality models, Other personality traits relevant to OB; Values: Importance, Terminal, Instrumental and generational values.

UNIT - III**L-9**

PERCEPTION & MOTIVATION: Perception - meaning, Factors that Influence perception, Person perception, Common shortcuts in judging others; Motivation - early theories of motivation, Contemporary theories of motivation.

UNIT - IV**L-9**

THE GROUP: Defining and classifying groups, Stages of group development, Group properties: Roles, Norms, Status, Size, and cohesiveness; Diversity – Group decision making: Group think and group shift, Group decision-making techniques; Work teams: Differences between groups and teams, Types of teams; Creating effective teams; Context, Composition, Processes

UNIT - V**L-9**

COMMUNICATION: Communication: Functions, Process, Direction, Interpersonal communication, Organizational communication, Choice of communication channel, Persuasive communication, Barriers to effective communication – Organization structure: Designs – Organizational culture: Functions

TEXT BOOKS:

1. Robbins, Judge, and Vohra, "Essentials of Organizational Behavior", 15th edition, Pearson Education India, 2014.

REFERENCE BOOKS :

1. Fred Luthans, "Organisational Behavior", 12th edition, McGraw-Hill, 2010.
2. Debra L. Nelson and James C. "Quick : ORGB", 4th edition, Cengage Learning, 2014.
3. John R. Schermerhorn, "Organizational Behavior", 12th edition, John Wiley & Sons, 2011.