

AC –
Item No. –

As Per NEP 2020

Tolani College of Commerce (Autonomous)



Title of the Course: Organisational Behaviour

Programme: Bachelor of Management Studies Semester- IV

Syllabus for 4 credits

From the academic year- 2024-2025

Name of the Course: Organisational Behaviour

Sr. No.	Heading	Particulars
1	Description the course:	Organisational Behaviour is a dynamic and interdisciplinary field that examines the behaviour of individuals and groups within s. This course delves into understanding the intricacies of human behaviour in the workplace, exploring topics such as motivation, communication, leadership, teamwork, and al culture. Through the study of various theories, models, and case studies, students gain insights into how individuals interact within al structures, how s shape behaviour, and how behaviour impacts al effectiveness.
2	Vertical:	Major
3	Type:	Theory
4	Credit:	4 credits
5	Hours Allotted:	60 Hours
6	Marks Allotted:	100 Marks Continuous Evaluation 40 Marks Semester End Examination 60 Marks
7	Course Objectives: To	<ol style="list-style-type: none"> 1. Provide students with an understanding of the fundamental theories, concepts, and frameworks of organisational behaviour. 2. Equip students with the knowledge to analyze individual and group behaviour within organisations, including factors influencing motivation, communication, and decision-making. 3. Familiarize students with organisational structure, culture, and dynamics, and their impact on employee attitudes, job satisfaction, and performance. 4. Develop students' ability to apply organisational behaviour principles to real-world scenarios, fostering effective leadership, teamwork, and organisational change management.

8	<p>Course Outcomes:</p> <ol style="list-style-type: none"> 1. Students will demonstrate proficiency in identifying and analyzing individual and group behaviours in organisational settings, using relevant theories and models. 2. Upon completion, students will be able to assess and address organisational challenges related to diversity, conflict resolution, and ethical decision-making. 3. Students will gain insights into the role of leadership and organisational culture in shaping employee behaviour and organisational effectiveness. 4. By the end of the course, students will possess the skills to contribute positively to organisational performance, promoting employee engagement, productivity, and well-being.
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9	Modules
	Module 1: Introduction to Organisational Behaviour (15 Hours)
	<ul style="list-style-type: none"> · Organisational Behaviour- Organisational Behaviour Multidiscipline Different model of Organisational Behaviour- Individual behaviour is studied through Perception- Personality - Values Attitudes- Job satisfaction- Motivation- Learning · Understanding self-studied through- Perception and Personality Understanding self-studied through- Values and Attitudes
	Module 2: Understanding Others: Interpersonal relationships (15 Hours)
	<ul style="list-style-type: none"> · Conflict Management –Nature of Conflict- Level of Conflict- Source of Conflict- Effects of Conflict- Process of Conflict- Stages of Conflict- Conflict Handling Orientations · Power and Organisational Politics-Sources of Power-Organisational Politics- Influence and Political Power
	Module 3: Group Behaviour and Group Dynamics, Team Building (15 Hours)
	<ul style="list-style-type: none"> · Group Behaviour, Informal Groups – Group Dynamics- Types of Groups Nature and effects of Informal groups-Benefits of Informal groups-Formal groups –Monitoring informal organisation Formal Groups- Potential Outcomes of Informal Group Processes · Team and Team Building- Modern organisation- Outcomes of Modern Organisation- Team work – Task team- Difference Between Groups and Teams- Life cycle of Team –Major Factors for Effective Teams- Team Building- Need for Team building- Team Building Process- Skills Useful in Team Building

	Module 4: Stress Management, Change Management (15 Hours)
	<ul style="list-style-type: none"> · Stress Management and Counselling- How it Comes About –How it Affects Various Elements of Job Performance- Extreme Product of Stress- Stress and Job Performance- Approaches to Stress Management-Characteristic of Counselling-Types of Counselling · Change and its Effects- Nature of Change – Effect of Change – Response to Change – Resistance to change – Reasons for Resistance to Change Transformational Leadership and Change-What are Elements of Transformational Leadership- Three stage model of changes Process

11	References: <ul style="list-style-type: none"> · Ashwathappa K al Behaviour: Himalaya Publishing · Fred Luthans al Behaviour: Mc Graw Hill · Jit S Chandran al Behaviour: Vikas Publishing House · P C Pardeshi al Behaviour: Everest · Robbins, Stephen al Behaviour: Pearson
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12	Internal Continuous Assessment: 40%	Semester End Examination: 60%
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13	Continuous Evaluation through: (40 Marks) <table border="1" style="margin: 10px auto; width: 80%;"> <thead> <tr> <th style="text-align: center;">Component</th> <th style="text-align: center;">Total Marks</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1)Assignment/Case Studies</td> <td style="text-align: center;">15 Marks</td> </tr> <tr> <td style="text-align: center;">2)Presentation/ /Project</td> <td style="text-align: center;">15 Marks</td> </tr> <tr> <td style="text-align: center;">3)Objective Questions</td> <td style="text-align: center;">10 Marks</td> </tr> <tr> <td style="text-align: center;">Total</td> <td style="text-align: center;">40 Marks</td> </tr> </tbody> </table> <p style="margin-top: 10px;"><i>Note: Learner must be Present in all the three exam components of Continuous Evaluation.</i></p>		Component	Total Marks	1)Assignment/Case Studies	15 Marks	2)Presentation/ /Project	15 Marks	3)Objective Questions	10 Marks	Total	40 Marks
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1)Assignment/Case Studies	15 Marks											
2)Presentation/ /Project	15 Marks											
3)Objective Questions	10 Marks											
Total	40 Marks											

14	Format of Question Paper: for the final examination		
	Q. No.	Particular	Marks

Q-1	Attempt any TWO the following: (Module 1) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks
Q-2	Attempt any TWO the following: (Module 2) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks
Q-3	Attempt any TWO the following: (Module 3) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks
Q-4	Attempt any TWO the following: (Module 4) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks

Note: Any of the full length question of 7.5 Marks can be a case study.

Signatures of Team Members

Sr.No	Name	Signature
1.	Dr.Sadhana Venkatesh	
2.	Ms.Neha Sawant	
3.	Ms.Shalini Clayton	
4.	Ms.Reshma Rajput	
5.	Mr.Vedant Kajbaje	