



Gyanmanjari
Innovative University

Course Syllabus
Gyanmanjari Institute of Commerce
Semester-3 (M.Com)

Subject: Organizational Behavior- MCOXX13514

Type of course: Major (Core)

Prerequisite: The prerequisite for Organizational Behaviour encompasses a foundational understanding of Organizational behavior, leadership, Motivation, Work culture, Conflict management etc.

Rationale: The rationale behind an Organizational Behaviour (OB) syllabus is to provide a comprehensive understanding of how individuals and groups act within organizations. It helps students and professionals develop skills and knowledge to improve organizational effectiveness and employee well-being.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks				Total Marks
CI	T	P	C	Theory Marks		Practical Marks	CA	
				ESE	MSE	V	ALA	
04	00	00	04	60	30	10	50	150

Legends: CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; ESE - End Semester Examination; MSE- Mid Semester Examination; V – Viva; CA - Continuous Assessment; ALA- Active Learning Activities.



Course Content:

Sr. No	Course content	Hrs.	% Weightage
1	Introduction to Organizational Behavior • Concept and significance; • Relationship to other fields; • OB model, • Ethics and ethical behaviour in organizations. • Learning: meaning and definition, process, • theories of learning, • OB in learning organization	10	25
2	The Person • The Person – Skills and Abilities, Attitude, Emotions, Perception Introduction, • Diversity- Meaning of Diversity, Managing Diversity Effectively, • Personality – Definitions, Meaning of Personality • Personality Models • Frameworks that Describe an Individual's Personality and Tendencies	15	25
3	Motivation and Leadership • Motivation and Leadership concept – Need • Theories of Motivation • Importance of Motivation • Motivation, Morale and Productivity. • Leadership – Styles of Leader – • Effective leadership.	25	25
4	Organizational culture • Organizational culture introduction meaning definitions • Conflict and effectiveness • Organizational culture concept • Distinction between organizational culture and organizational climate • Factors influencing organizational culture • Managing conflict	15	25

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Case Studies and Problem-Solving Scenario : Provide students with real or hypothetical case studies related to organizational behavior issues (e.g., conflict resolution, leadership challenges,) .Student has to upload it on Moodle.	10
2	Ethical Dilemmas and Decision-Making Exercises: Students have to write various ethical dilemmas commonly encountered in organizational settings and upload it on Moodle.	10
3	Biographical Analysis of personality: Assign each student or group a notable figure known for their personality (e.g., historical figures, celebrities). Prepare its poster and has to upload it on Moodle.	10
4	Personality and Culture Discussions: Students have to prepare detailed note on how culture influences personality development and expression. Student has to upload it on Moodle.	10
5	Field Observations and Reflections: students have to observe motivational strategies in real-world settings (e.g., classrooms, fitness centers, community organizations). Write it down and Student upload it on Moodle.	10
Total		50

Suggested Specification table with Marks (Theory):100

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	30%	20%	40%	10%	-	-

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from the above table.



Course Outcome:

After learning the course, the students should be able to:	
CO1	Gain a comprehensive understanding of the concept of Organizational Behaviour and Relationship to other fields and Learning
CO2	Understand about the Motivation, Diversity and aspects of personality
CO3	Learn about various kind of factors which motivate them to do work in organization
CO4	Get real picture of Organizational Conflict, its Dynamics, and manage conflict in the organization.

Instructional Method:

The course delivery method will depend upon the requirement of content and the needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory

The internal evaluation will be done on the basis of Active Learning Assignment

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

1. Fred Luthans: Organisational behaviour, McGraw hill Education.
2. Danial C. Fieldman and Hugh Arnold: Managing individual and group behaviour in organization, McGraw hill.
3. Henry Mintzberg: The structure of organization, Prentice Hall.
4. Edwin Gerlof: Organization Theory and Design, McGraw hill.
5. Robin. S. P: Organizational Behaviour, Pearson Education India.
6. Aswathappa: Organizational Behaviour, Himalaya Publishing house.
7. Jai B. Sunhat: Culture and Organisational Behaviour, Sage Texts

