

SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE

(AUTONOMOUS)



BOARD OF STUDIES: COMMERCE AND MANAGEMENT

PROGRAMME: BAMMC

SEMESTER: III

NOMENCLATURE OF THE COURSE: Organizational Behaviour

NEP Vertical: Open Elective (OE)

Credit: 02

(As Per Choice Based Credit System (under NEP 2020) with effect from the academic year 2025-2026)



Programme	Bachelor of Commerce (Management Studies)
Nomenclature of the Course	Organizational Behaviour
Total Marks	50 Marks
Semester	III
Academic year	2025-2026

Learning Objectives :

- To obtain a good understanding on the framework of Organizational behaviour and its related concepts
- To analyse individual and group behaviour within an organizational context
- To identify methods of motivation leading to job satisfaction
- To identify sources and effects of stress and the methods of managing stress within an organization
- To understand organizational culture and its effectiveness in achieving goals
- To develop strategies to respond to changes in organizational setup

Course Outcomes :

- Identify and understand organizational behaviour concepts
- Evaluate and develop strategies to manage human behaviour within an organization enhancing their performance
- Develop ways and means to handle stress and changes in a business environment

Unit	Course Content	Andragogy	Lectures
I	<p>Introduction to Organizational behaviour: Concepts and determinants, evolution of OB, OB models, Disciplines of OB. Emerging trends in OB, The five anchors of OB; Organisational Behaviour the human context of a managerial job.</p> <p>Group behaviour: concepts, types of groups, stages of group development, group dynamics, Groups v/s Teams</p> <p>Motivation: concept, theories of motivation, carrot and stick method</p> <p>Stress Management: concept, sources and effects of stress, management of stress.</p>	Classroom Lectures, Case Study, Group Activity	15

II	<p>Organisational conflict: Conflict Management, Traditional & Modern view of conflict, Constructive & Destructive conflict, Conflict Process, Strategies for encouraging constructive conflict, Strategies for resolving destructive conflict,</p> <p>Elements of Organisational Structure: Traditional & Modern Organisational Design, Power & Politics: Sources & Consequences of Power, Organisational Politics,</p> <p>Organizational Development and Culture: concept, types of culture, functions and barriers to culture, concept of OD, characteristics of OD</p> <p>Cultural Diversity and Gender Neutrality</p>	Classroom Lectures, Case Study, Group Activity, Simulation Games	15
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SUGGESTED READINGS

1. Organizational Behaviour, Robbins, Judge & Vohra, Pearson Education Publication, 16th Edition.
2. Organizational Behaviour, Luthans, McGraw-Hill, Indian International Ed.; 12 Edition
3. Behavior in organizations, Greenberg, Pearson Education Publication, 10th Edition.
4. Uma Sekaran, Organisational Behaviour, Tata McGraw Hill. 2nd Edition.
5. John W Newstrom, Organisational Behaviour, Tata McGraw Hill.
6. Stephen P.Robbins, Timothy A. Judge, Niharika Vohra (18th ed.), Pearson Education, New Delhi.
7. L. M. Prasad, Organisational Behaviour, Sultan Chand & Sons.

Internal Continuous Assessment (ICA) Pattern

Particulars	Marks
Presentation/Viva Voce	10
Assignment/Project	10
Total	20

Term End Examinations (TEE) Question Paper Pattern

Maximum Marks: 30

Duration: 1 Hour

All questions are compulsory

Question No.	Description	Total Marks
1	A. Full Length Theory Question OR	12
	B. Full Length Theory Question	
2	A. Full Length Theory Question OR	12
	B. Full Length Theory Question	
3	Short Notes (Any 2 out of 3) OR Case Study	6