

**SES's L.S. RAHEJA COLLEGE OF ARTS AND COMMERCE
(AUTONOMOUS)**



BOARD OF STUDIES: COMMERCE & MANAGEMENT

PROGRAMME: B.COM (MANAGEMENT STUDIES)

SEMESTER: III

NOMENCLATURE OF THE COURSE: ORGANIZATIONAL BEHAVIOUR

NEP Vertical: VSC

Credit: 2

(As Per Choice Based Credit System (under NEP 2020) with effect from the Academic Year 2025-26)



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|---|------------------|--------------------------|----------------|---|--|
| Program: Bachelor of Commerce (Management Studies) | | Semester : III | | | |
| Course : ORGANIZATIONAL BEHAVIOUR | | Code: | | | |
| Academic Year: 2025-2026 | | | | | |
| Batch: 2024-2026 | | | | | |
| Teaching Scheme | | Evaluation Scheme | | | |
| Lectures | Practical | Tutorials | Credits | Internal Continuous Assessment (ICA) (weightage) | Term End Examinations (TEE) (weightage) |
| 30 | NA | NA | 2 | 20 marks/40% of the total marks | 30 marks/60% of the total marks |

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|------------------------------|--|
| Learning Objectives : | <ul style="list-style-type: none"> ● 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 |
| Learning Outcomes : | <ul style="list-style-type: none"> ● 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 |
| Pedagogy: | Classroom Lectures, Interactive discussions, Case Studies, Business Simulations, Group Activity, Simulation Games |

Each lecture session would be of one hour duration (60 sessions).

| Module | Module Content | Module Wise Pedagogy Used | Module Wise Duration/ Lectures |
|--------|---|--|--------------------------------|
| 1 | <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 |
| 2 | <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 |

REFERENCE BOOKS

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 |

Note: The Full-length theory questions of 12 marks each may be split up into two smaller questions carrying 6 marks each.