COURSE DELIVERY PLAN

(This document is to be presented to the students during the first week of commencement of classes by the course instructor)

Course Title: Managing Organizational Behaviour	Course Code: 434C1C
Course Category: Core	Semester: I
Total Duration (Hrs): 60	Credits: 4

Subject Expertise: Dr. Hemalatha Seeram
                Dr. Mohamed Sabura
                Dr. Padmanaba Sivakumar	

Program Specific Outcomes:

PSO1 – Placement: To develop students with industry specific knowledge & skills added with right attitude towards becoming a successful professional in corporate world and in Public sector units**.**

PSO 2 - Entrepreneur: To create effective business service owners, with a growth mindset by enhancing their critical thinking, problem solving and decision-making skills.

PSO3 – Research and Development: To instill and grow a mindset that focuses efforts towards inculcating and encouraging the students in the field research and development.

PSO 4 – Contribution to Business World: To produce ethical and innovative business professionals to enhance growth of the business world.

PSO 5 – Contribution to the Society: To work and contribute towards holistic development of society by producing competent MBA professionals.

Program Outcomes:

PO1: Problem Solving Skill: Application of tools & techniques relevant to management theories and practices in analyzing & solving business problems.

PO2: Decision Making Skill: Fostering analytical and critical thinking abilities for data-based decision making.

PO3: Ethical Value: Ability to develop value-based leadership attributes.

PO4: Communication Skill: Ability to understand, analyze and effectively communicate global, economic, legal and ethical aspects of business.

PO5: Individual and Team Leadership Skill: Ability to be self-motivated in leading & driving a team towards achievement of organizational goals and contributing effectively to establish industrial harmony.

PO6: Employability Skill: Foster and enhance employability skills through relevant industry subject knowledge.

PO7: Entrepreneurial Skill: Equipped with skills and competencies to become a global entrepreneur.

PO8: Contribution to Society: Strive towards becoming a global influencer and motivating future generation towards building a legacy that contributes to overall growth of humankind.

BLOOM'S TAXONOMY – COGNITIVE DOMAIN (2001)
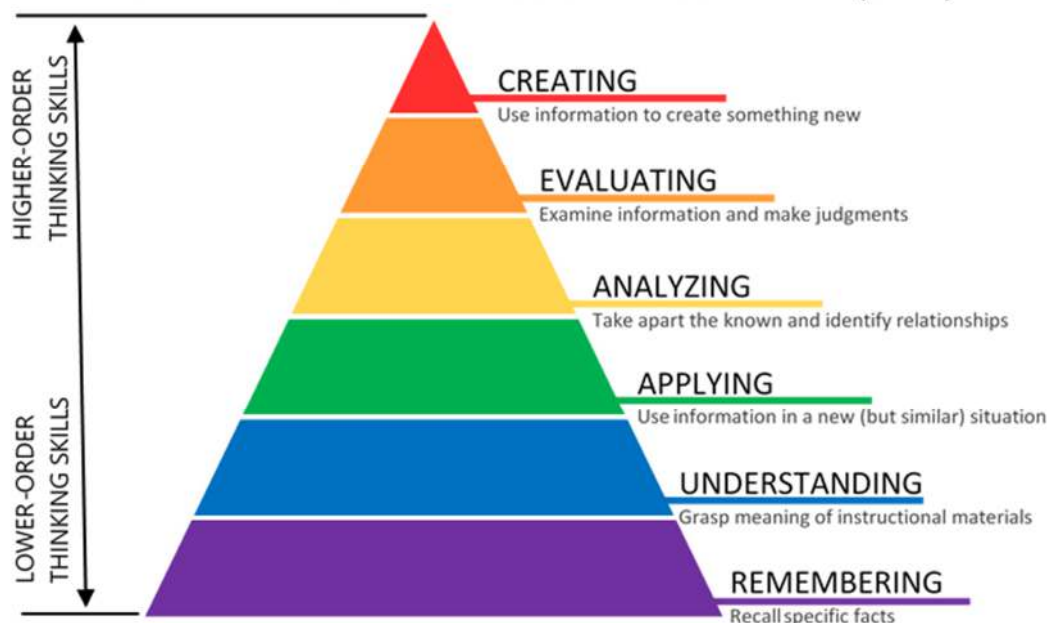
The Bloom's Taxonomy is to be followed in curriculum development, courseware development, planning and delivery of contents, Assessment, Mapping, Data Analysis and CQI (Continuous Quality Improvement).

Course Objectives	
C1	To familiarize the students to the basic concepts of managing Organizational Behaviour in order to aid in understanding how an men behave in anorganization.
C2	To provide insights on Individual Differences, perception, learning, Attitudesvalues and motivation
C3	To throw light on Group Dynamics and Interpersonal Communication
C4	To elucidate on Leadership, Politics, Conflicts and Negotiation.
C5	To create awareness and importance of work stress and Emotional Intelligenceand its influence on employees in an organization.

MAPPING OF COs TO POs		
Course Outcomes	On completion of this course, students will;	**Program Outcomes**
CO1	Possess the knowledge on the basic concepts of managing Organisational Behaviour in order to aid in understanding how an men behave in an organization	PO4
CO2	Possessknowledge on Individual Differences, perception, learning, Attitudes values and motivation	PO3, PO6
CO3	Have insights on Group Dynamics and Interpersonal Communication	PO2, PO4, PO5
CO4	Learn Leadership, Politics, Conflicts and Negotiation.	PO5
CO5	Have better understanding on work stress and Emotional Intelligence and its influence on employees in an organisation.	PO6, PO8

	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8
CO1				M				
CO2			S			S		
CO3		S		S	S			
CO4					S			
CO5						S		M
	S-Strong			**M-Medium**		**L-Low**		

Reading List	
1.	www.himpub.com
2.	https://iedunote.com.organisational-behaviour
3.	www.yourarticlelibrary.com/organisation/
4.	Journal of Organizational Behaviour – wiley Online Library

References Books	
1.	Stephen P Robbins, Timothy A Judge, Neharika Vohra, Organizational Behaviour, Pearson
2.	K Aswathappa, Organizational Behaviour, Himalaya Publishing, Edition, 2018.

Methods of Evaluation

Internal Evaluation	Continuous Internal Assessment Test – Assignments, Seminars, Attendance and Class Participation	25 Marks
External Evaluation	End Semester Examination	75 Marks
Total		100 Marks

Methods of Assessment

BTL 1 - Recall (K1)	Simple definitions, MCQ, Recall steps, Concept definitions
BTL 2 -Understand/ Comprehend (K2)	MCQ, True/False, Short essays, Concept explanations, Short summary or overview
BTL 3 - Application (K3)	Suggest idea/concept with examples, Suggest formulae, Solve problems, Observe, Explain
BTL 4 - Analyze (K4)	Problem-solving questions, Finish a procedure in many steps, Differentiate between various ideas, Map knowledge
BTL 5 - Evaluate (K5)	Longer essay/ Evaluation essay, Critique or justify with pros and cons

COURSE DELIVERY PLAN

Period / Session	Session Topic Unit wise	Pertaining CO/CLOs & BTL	Topic Learning Outcome (TLO)	Instructional Methods	Assessment Method for TLO
1	Unit I – Introduction	CO1 & BTL 2	Understand the definition of OB	Lecture / PPT	Discussion Forums
2	Historical background of OB	CO1 & BTL 2	Comprehended the Importance of OB	Lecture / PPT	Practice Quiz
3	Concept Relevance of OB	CO1 & BTL 2	Understand the concept	Interactive Learning / Case lets	Discussion Forums
4	Contributing disciplines - to the field of OB	CO1 & BTL 2	Define significance contributing disciplines	Interactive Learning / Case Study	Discussion Forums
5	Challenges and opportunities for OB	CO 1 & BTL4	Critically analyse the challenges and opportunities for OB	Interactive Learning	Peer Review
6	Challenges and opportunities for OB	CO 1 & BTL4	Critically analyse the challenges and opportunities for OB	Self -Study	Graded Quiz- Test
7	Foundations of Individual Behaviour.	CO 1 & BTL2&3	Recognize the foundations of Individual Behaviour	Interactive Learning	Practice Quiz
8	Theory – social theory-	CO1 & BTL3	Understand the social theory	Guest Lecture / Expert Talk / Alumni Talk	Discussion Forums

9	Theory – social theory-	CO1 & BTL3	Understand the social theory	Self -Study	Graded Quiz- Test
10	Organizational Citizenship Behaviour		Critically analyse OCB	Interactive Learning	
11	Organizational Citizenship Behaviour		Critically analyse OCB	Self -Study	
12	CIA	------	----	----	Internal I
13	Unit II – Introduction	CO2 & BTL3	Understand the importance of Individual personality	Lecture	Assignment
14	Individual Difference - Personality – concept and determinants of personality	CO 2 & BTL 2 &3	Understand the concept and determinants of personality	PPT	Discussion Forums
15	Theories of personality	CO 2 & BTL 4	Analyze theories of personality	Interactive Learning	Practice Quiz
16	Type of theories – trait theory – psycho analytic theory - social learning theory	CO 2 & BTL 3	Define the types of theories	Interactive Learning	Graded Quiz- Test
16	Erikson's stages of Personality Development Chris Argyris Immaturity to Maturity Continuum.	CO2 & BTL4	Identify the types of theories	Case Study Discussion	Practice Quiz
17	Personality – Job fit.	CO2 & BTL 5	Understand the concept job fit	Self - Study	Discussion Forums
18	Perception: Meaning Process – Factors influencing perception – Attribution theory	CO2 & BTL 4	Understand Perception	Guest Lecture / Expert Talk / Alumni Talk	Assignment Peer Review
19	Learning: Classical, Operant and Social Cognitive Approaches – Managerial implications.	CO2 & BTL2	Understand the learning approaches	Interactive Learning	Discussion Forums
20	Attitudes and Values:– Components, Attitude – Behaviour relationship, formation, values.	CO2 & BTL3	Define the attitude and values	Interactive Learning	Graded Quiz- Test
21	Motivation: Early Theories of Motivation – Hierarchy of needs theory, Theory X and Theory Y, Two factor theory,	CO2 & BTL3	Analyze motivational theories	Interactive Learning	Discussion Forums
22	McClelland's theory of needs and Contemporary theories of motivation – Self – Determination theory, Job Engagement, Goal	CO2 & BTL3	Analyze motivational theories	Interactive Learning	Discussion Forums

	Setting theory,			
23	Self–efficacy theory, Re – inforcement theory, Equity theory, Expectancy theory.	CO2 & BTL3	Analyze motivational theories	Self - Study	Discussion Forums
24	CIA	------	----	----	Assignment & Student Presentation
25	Unit III – Introduction	CO3 & BTL 2	Understand the concept of group dynamics	Lecture	Practice Quiz
26	Group Dynamics – Foundations of Group Behaviour – Group and Team - Group Decision making	CO 3 & BTL4&5	Analyze Group and Team Behaviour	PPT	Discussion Forums
27	Foundations of Group Behaviour – Group and Team	CO 3 & BTL5	Analyze Group and Team Behaviour	Case lets	Discussion Forums
28	Stages of Group Development	CO 3 & BTL4	Identify the Group Development	Case lets	Practice Quiz
29	Factors affecting Group and Team Performance	CO 3 & BTL3	Understand Factors affecting Group and Team Performance	Interactive Learning / Self - Study	Assignment
30	Group Decision making	CO 3 & BTL3	Apply Group Decision making methods	Interactive Learning / Self - Study	Discussion Forums
31	Interpersonal Communication – Communication Process	CO3 & BTL2	Understand the communication process	Interactive Learning	Discussion Forums
32	Barriers to Communication	CO3 & BTL3	Analyse the barriers of communication	Interactive Learning	Graded Quiz- Test
33	Barriers to Communication	CO3 & BTL3	Analyse the barriers of communication	Interactive Learning & Role play	Discussion Forums
34	Guidelines for Effective Communication	CO 3 & BTL3	List out the guidelines for effective communication	Interactive Learning & Role play	Discussion Forums
35	Guidelines for Effective Communication	CO 3 & BTL3	List out the guidelines for effective communication	Interactive Learning & Role play	Discussion Forums
36	CIA	------	----	----	Internal II
37	Unit IV – Introduction	CO4& BTL2	Understand the Leadership & Conflict Management	Lecture	Discussion Forums
38	Leadership – Trait, Behavioural and Contingency theories	CO4& BTL2	Define the leadership theories	PPT	Practice Quiz
39	Trait, Behavioural and Contingency theories	CO4& BTL2	Define the leadership theories	Interactive Learning	Discussion Forums
40	Leaders vs Managers	CO4& BTL3	Analyse Leaders	Case lets	Discussion

			vs Managers Power		Forums
41	**Politics:** Sources of Power	CO4& BTL2	Explain Sources of Power	Interactive Learning	Assignment Peer Review
42	Political Behaviour in Organizations	CO4& BTL3	Analyze Political Behaviour in Organizations	Case lets	Graded Quiz- Test
43	Managing Politics.	CO4& BTL3	Analyze Managing Politics.	Expert Talk	Practice Quiz
44	**Conflict and Negotiation:** Sources and Types of Conflict	CO4& BTL2	Understand Conflict Management	Interactive Learning	Discussion Forums
45	Sources and Types of Conflict	CO4& BTL3	Comprehend the Types of Conflict	Interactive Learning	Assignment Peer Review
46	Negotiation Strategies	CO4& BTL3	Analyze Negotiation Strategies	Role Play	Assignment Peer Review
47	Negotiation Process.	CO4& BTL3	Analyze Negotiation process	Self - Study	Discussion Forums
48	CIA	------	----	----	Assignment & Student Presentation
49	**Unit V – Introduction**	CO5 & BTL2	Understand Work Stress & EI	Lecture	Practice Quiz
50	**Work Stress:** Stressors in the Workplace – Individual Differences on Experiencing Stress	CO5 & BTL2	Explain Stressors in the Workplace	PPT	Discussion Forums
51	Individual Differences on Experiencing Stress	CO5 & BTL2	Explain Stressors in the Workplace	Interactive Learning	Discussion Forums
52	Managing Workplace Stress.	CO5 & BTL3	Handle workplace stress	Interactive Learning	Assignment Peer Review
53	Organizational Culture and Climate: Concept and Importance – Creating and Sustaining Culture.	CO5 & BTL3	Describe Organizational Culture and Climate	PPT	Discussion Forums
54	Organizational Culture and Climate: Concept and Importance – Creating and Sustaining Culture.	CO5 & BTL3	Describe Organizational Culture and Climate	PPT	Discussion Forums
55	**Emotional Intelligence,** Work Life Integration Practices.	CO5 & BTL2	Understand the Work Life Integration Practices.	Expert Talk	Discussion Forums
56	**Emotional Intelligence,** Work Life Integration Practices.	CO5 & BTL2	Understand the Work Life Integration Practices.	Self- Study	Assignment Peer Review

57	Knowledge based enterprise- systems and Processes	CO5 & BTL3	Analyse Knowledge based enterprise- systems and Processes	PPT	Discussion Forums
58	Knowledge based enterprise- systems and Processes	CO5 & BTL3	Analyse Knowledge based enterprise- systems and Processes	PPT	Discussion Forums
59	Networked and virtual organizations.	CO5 & BTL3	Comprehend Networked and virtual organizations.	Self- Study	Assignment Peer Review
60	CIA	------	----	----	Review& Improvement
Model Examination					

COURSE ASSESSMENT PLAN

Continuous Internal Assessment (CIA)	Learning Outcome for Assessment	CO/CLOs	Assessment Method / Activity	Corrective Action	Duration (Hrs)	Weigh tage
Unit I	Possess the knowledge on the basic concepts of managing Organisational Behaviour in order to aid in understanding how an men behave in an organization	CO1	Internal I	Assignment& Peer Review	1.5	15%1
Unit II	Possess knowledge on Individual Differences, perception, learning, Attitudes values and motivation	CO2	Discussion Forums & Practice Quiz	Assignment &Peer Review	1	10%
Unit III	Have insights on Group Dynamics and Interpersonal Communication	CO3	Internal II	Assignment& Peer Review	1.5	15%
Unit IV	Learn Leadership, Politics, Conflicts and Negotiation.	CO4	Discussion Forums & Practice Quiz	Assignment& Peer Review	1	10%
Unit V	Have better understanding on work stress and Emotional Intelligence and its influence on employees in an organisation.	CO5	Model Exam	Assignment &Peer Review	3	50%
Internal Marks – 25 (20 CIA + 5 Attendance)						

FACULTY SIGNATURE   Head -DoMS   Head - IQAC