

Approved in 52nd BoA Meeting(02.11.2023)

Proposal for New Course		
Course Number	:	MB524
Course Name	:	Organizational Behaviour
Credits	:	2-0-0-2 (L-T-P-C) ¹
Prerequisites	:	None
Intended for	:	MBA
Distribution	:	Compulsory
Semester	:	Even

Preamble

Organizational Behaviour is an introductory course, that provides inputs on behavioural dynamics of individuals, teams, and structures. The students will also get exposure to the influence of emerging technologies at various levels of the organization.

Objective

On completion of this course, the student should be able to:

- Understand the individual, interpersonal, group and organizational dynamics
- Interventions at individual, group or organization levels to achieve organizational goals
- Motivate individuals and teams to enhance the effectiveness
- Understand organization structure and culture and make effective decisions within
- Understand and manage the influence of emerging technologies on employees, teams, and organizational structure

¹ L= Lectures per week, T=Tutorials per week – P = Practical/Lab session per week – C = Credits for course

Course Modules with Quantitative lecture hours		
Module 1	The Individual	(9 hours)
Introduction to OB; Ability, Biographical Characteristics; Diversity – Indian Context – Diversity, Equity & Inclusion initiatives; Attitudes – Job Attitudes, Job Satisfaction, Antecedents & Consequences; Emotional Intelligence – Emotions, Moods, Emotional Labour; Personality – Big Five Model; Values; Decision Making; Motivation – Contemporary Theories, Applications, Job Characteristics Model, Ways of Motivating Employees; Leadership		
Module 2	The Group	(6 hours)
Group Dynamics – Properties, Group Development, Group Decision Making Techniques, GroupThink; Teams – Types, Team Effectiveness Model, Context, Composition, Process; Self Organising Teams, Virtual Teams; Technology – Team Effectiveness Interactions		
Module 3	The Organization System	(7 hours)
Types of organization structure, emerging organizational forms; functional structure, divisional structure, matrix structure, team structure, horizontal structure, network structure, virtual structure; Division of labour, specialisation, departmentalisation, chain of command, span of control, centralisation and decentralisation, formalisation, boundary spanning; Organizational culture, strong vs weak, dominant, socialisation model of culture, impact on employees and organization.		
Module 4	Technology and Organizational Behaviour	(6 hours)
Influence of social media & emerging technologies on employee behaviour Technology -structure interactions, Technology-culture interactions		
Module 5		
Module 6		

Module 7		
Module 8		

List of articles and cases
<p>Thomas Green: Power, Office Politics and a Career in Crisis The Ordinary Heroes of the Taj, Rohit Deshpande; Anjali Raina Ramesh and Gargi – IIMA case Mahindra Financial Services- Restructuring for growth, IIMB case Clash of Cultures – Business India case collection Bank of Baroda</p>

Textbooks:	
1.	Robbins, S. P., Judge, T. A., & Vohra, N. (2019). <i>Organizational behaviour</i> . 18e. Pearson Education India.
2.	McShabe, S.L., Von Glinow, M. A., & Rai, H (2022) . <i>Organizational behaviour</i> . 9e. McGraw Hill India.
3.	Pareek, U. (2012). <i>Udai Pareek's Understanding organizational Behaviour</i> , 3e. Oxford University publications Catalogue.
4.	
Reference Book:	
1.	
2.	
3.	