

Name of the Programme - MBA

Course Code - MGA-500

Title of the Course - Management Process and Organisational Behaviour

Number of Credits - 4 credits

Effective from – 2022-2023

<b>Prerequisites for the course:</b>	Nil	
<b>Objective:</b>	To create awareness about managerial processes and determinants of people behaviour at workplace.	
<b>Content:</b>	<p><b>Unit I</b> <b>Introduction to Management</b> History and Evolution of Management Thought, Organizational Environment: Political, Social, Technical, Environmental and its impact on managerial decision making, Management skills, Roles of Managers, Essential Management Functions, Decision making, Decision making models, Decision Trees, Errors in Decision making</p> <p><b>Unit II</b> <b>Organization Structure and Design</b> Role in Individual and Interpersonal behavior at Work-place, Principles of Organizing, Controlling: Benchmarking standards, Controlling process, Tools and Techniques of Control, Culture and Behaviour: In the Context of Organizations, Indian Cultural Perspective, The Composite Indian Mindset</p> <p><b>Unit III</b> <b>Introduction to Determinants of Individual Behaviour</b> Perception, Culture, Self &amp; Personality, Attitudes, Theories/Models for understanding these determinants, Fundamentals of Interpersonal Behaviour: Group Dynamics, Tools for Interpersonal Analysis, Fundamentals of Leadership and Motivation: Application &amp; Styles</p> <p><b>Unit IV</b> <b>Organization Culture</b> Dimensions, Organizational Citizenship Behaviour, Building sustainable Culture. Knowledge Organizations: Learning, Forms of Knowledge and Transfer, Organizational Change and Development, Models of Change, Conflict, and Negotiations, Power and Politics in Organization, Stress Management and positive Organizational Behaviour</p>	<p>15hours</p> <p>15hours</p> <p>15 hours</p> <p>15 hours</p>
<b>Pedagogy:</b>	Lectures/ tutorials/laboratory work/ field work/ outreach activities/ project work/ vocational training/viva/ seminars/ term papers/assignments/ presentations/ self-study/ Case Studies etc. or a combination of some of these. Sessions shall be interactive in nature to enable peer group learning.	
<b>References/ Readings</b>	<ol style="list-style-type: none"><li>1. Robbins, Stephen and Mary Coulter; 'Fundamentals of Management'; Prentice Hall of India Pvt. Ltd.; New Delhi; Latest edition</li><li>2. Sinha J B P; 'Culture and Organizational Behaviour'; Sage Texts, Latest edition</li><li>3. Robbins, Stephen P; 'Essentials of Organizational Behavior'; Pearson Education India, Latest edition.</li></ol>	
<b>Course Outcomes</b>	The participant will be able to understand management processes, people's behavior at work-place, and take managerial decisions	