

Name of the Programme : MBA (Financial Services)  
 Course Code : MGF-622  
 Course Title : Organizational Behaviour  
 Number of Credits : 4  
 Effective from AY : 2022-23

<b>Pre-requisites for the Course:</b>	NIL	
<b>Course Objectives:</b>	To enable learners to analyze various dimensions of organizational design to create an environment of cohesive and coherent behaviour for organisational development.	
<b>Content:</b>	<p><b>Unit 1</b>  <b>Introduction and Individual Behaviour</b>  <i>Organisational Behaviour (OB): Challenges and Opportunities for OB, Models and Approaches of OB, OB and Emotional Intelligence.</i>  <i>Individual Behaviour: Personality, Learning, Misbehaviour, Emotions, Attitudes, Perceptions, Motivation.</i></p> <p><b>Unit 2</b>  <b>Organizational Design and Culture</b>  <i>Organisation Structure and Design: Emerging Trends in Corporate Structure, Impact of Technology on Organisational design, Organizational Culture: Creating and Sustaining Culture, Power and Organisational Politics: Sources of Power, Organisational Politics, Influence and Political Power.</i></p> <p><b>Unit 3</b>  <b>Group dynamics and Change Management</b>  <i>Groups: Stages of Group Development, Group Decision Making Techniques and Process, Teams: Teambuilding, Team development</i>  <i>Change Management: Forces for Change, Resistance to Change, Approaches to Manage Organisational Change.</i></p> <p><b>Unit 4</b>  <b>Dynamics of Organisation Behaviour</b>  <i>Stress: Work Stressors, Prevention and Management of stress, Balancing work and Life.</i>  <i>Organizational development, Organizational effectiveness</i>  <i>Conflict Management: Conflict and Competition, Functional and Dysfunctional Conflict, Effects of Conflict, Resolution of conflict.</i></p>	<p><b>12 Hours</b></p> <p><b>18 Hours</b></p> <p><b>15 Hours</b></p> <p><b>15 Hours</b></p>
<b>Pedagogy:</b>	Case discussion, participative learning, discussions, role play, experiential learning through practical case handling, assignment, conceptual and contextual learning, presentations.	
<b>References/ Readings:</b>	<ol style="list-style-type: none"> <li>1. Aswathappa K. (2016). <i>Organisational Behaviour</i>. Himalaya Publishing House, New Delhi.</li> <li>2. Luthans, F. (2010). <i>Organizational Behavior</i>. McGraw Hill Publishing Company, New York.</li> <li>3. Burton, G. and Thakur, M. (1998). <i>Management Today-Principles &amp; Practice</i>. Tata McGraw Hill Public Company Ltd., New Delhi.</li> <li>4. Newstrom. J. (2001). <i>Organisational Behaviour</i>. Tata McGraw- Hill Publishing Company Ltd.</li> </ol> <p>Steven L McShane, Mary Glinow and Himanshu Rai (2022). <i>Organizational Behavior</i>. McGraw Hill.</p>	
<b>Course Outcomes:</b>	<p>Upon completion of this course students will be able to:</p> <p><b>CO1.</b> Implement decisions based on design structures and organizational culture.</p> <p><b>CO2.</b> Develop an understanding of variables that need to be considered for</p>	

efficient organisational development.

**CO3.** Examine organizational designs in the context of organizational mission.

**CO4.** Devise strategies required for organizational change.