



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2016-2017)

Programme Name: MMS / PGDM: MMS

Name of the Course: Organisation Behaviour

Maximum marks: 100

No. of Sessions: 13 (40 hrs)

Name of the Faculty: Sukhada Tambe

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Weblink:

Learning Objectives:

1. To provide students understanding how and why people behave in organizations as they do, either as individuals or in groups and how their behaviours affect their performance and performance of the organization as a whole.
 2. To provide understanding how to effectively modify their behaviour through motivation and leadership for enhanced performance. And also to provide understanding about related concepts such as Org. Structure, Design and Culture.
 3. To help students to understand human behaviour in organizations and equip them to enhance their performance as well as performance of the people reporting to them.
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Reference Books:

- 1 Understanding Organizational Behavior –Udai Pareek
- 2 Organizational Behavior – Stephen Robbins
- 3 Organizational Behavior – Fred Luthans

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- 4 Organizational Behavior – L. M. Prasad (Sultan Chand)
- 5 Organisational Behaviour – Dipak Kumar Bhattacharya – Oxford Publications
- 6 Organisational Behaviour – Dr Chandra sekhar Dash – International Book House Ltd
- 7 Organisational Behaviour – Meera Shankar – International Book House Ltd
- 8 Management & Organisational Behaviour – Laurie Mullins – Pearson Publications
- 9 Organisational Behaviour, Structure, Process – Gibson – McGraw Hill Publications
- 10 Organisational Behaviour – McShane – McGraw Hill Publications

Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Introduction to OB	Stephen Robbins, Meera Shankar Google CEO Sundar Pichai's letter to employees (Times of India, 29th April 2016) Managing people from 5 generations by Rebecca Knight (Harvard Business Review, 25 th September	Understand the nature and scope of organizational behavior at individual, group, organizational and societal levels	



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		2014)		
2	Personality: Meaning and Determinants of Personality	Stephen Robbins, Fred Luthans	Comprehend the meaning and determinants of personality and the effects of perception, attitude and values on work	Short Test
3	Perception, Attitude and Value	Udai Pareek	Understand the concepts of group dynamics, team effectiveness , team roles and conflict management	Discussion
4	Attitude	Harsha Bhogle Video		
5	Motivation Concepts : Motives	Stephen Robbins		
6	Theories of Motivation	L.M.Prasad		
7	Group Behaviour and Group Dynamics	Fred Luthans	Define the concept of leadership and distinguish between a number of different leadership theories	
8	Organisational Design: Structure, size, technology	D.K.Bhattacharya	Identify the different bases of power; and discuss how individuals and groups use power in organizations	Quiz
9	Leadership: Concepts and skills of leadership	L.M.Prasad	Understand the impact of organizational culture and structure on organizational behavior	
10	Organisation Development	Stephen Robbins	Define the concept and practice	Discussion



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			of change management and organizational development; with an analytical insight related to application of interventions strategically.	
11	Understanding of the Concept of Defence Mechanism; Types of Defence Mechanism; Role of Defence Mechanism in Personality, Perception & Attitude;	Stephen Robbins,	Enhanced understanding of the behavior of superiors, peers and subordinates especially in problem situations and the ways to deal with them more effectively.	
12	Significance & Relevance of Defence Mechanism for Interpersonal Relations and Group Dynamics	Fred Luthans		Short Test
13	Case Studies and Presentations			4 hrs

2. Practical Approach : Other activities (Atleast 4 distinct activities)



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Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play	Personality		
2	Industry Visit			
3	Academic Projects	Motivation		
4	Book Review			
5	Group Discussion	Leadership		
6	Business Quiz / Business News sharing			
7	Videos / Simulation	Attitude		
8	Use of Softwares and Labs			
9	Any other activity			



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test		
Presentation		
Case Study		
Participation		
Others		

Signature of Faculty

Signature of the Co-ordinator