

Lesson Plan

Subject : **Organizational Behaviour (HM-901A)**
Lesson plan Duration : 15 Weeks
Work load (lecture) per week : Lectures: 3 hours/Week

Lecture No	Description
1	Introduction to subject
2	UNIT I Introduction to organizational behavior: Concept and importance of organizational behavior.
3	Role of Managers in OB, foundations or approaches to organizational behavior.
4	Challenges and opportunities for OB.
5	Foundation of individual behavior: Biographical characteristics, concept of abilities and learning.
6	Learning and learning cycle, components of learning.
7	Concept of values and attitude.
8	Types of attitude.
9	Attitude and workforce diversity.
10	Revision
11	UNIT:II Introduction to personality and emotions: Definition and Meaning of Personality.
12	Determinants of Personality.
13	Personality Traits Influencing OB.
14	Nature and Meaning of Emotions, Emotions dimensions.
15	Concept of Emotional intelligence.
16	Perception and individual decision making: meaning of perception, factors influencing perception.
17	Rational decision making process, concept of bounded rationality.
18	Leadership-trait approaches, behavioral approaches, situational approaches.
19	Emerging approaches to leadership.

20	Revision
21	UNIT III: Motivation: Concept and theories of motivation, theories of motivation.
22	Maslow, two factor theory, theory X and Y
23	ERG Theory, McClelland's theory of needs, goal setting theory.
24	Application of theories in organizational scenario.
25	Linkage between MBO and goal setting theory.
26	Employee recognition and involvement program.
27	Foundations of group behavior and conflict management: Defining and classifying of groups.
28	Stages of group development, Informal and formal groups- group dynamics.
29	Managing conflict and negotiation, a contemporary perspective of intergroup conflict.
30	Causes of group conflicts.
31	Managing intergroup conflict through resolution.
32	Revision
33	UNIT IV: Introduction to Organizational Communication: Meaning and importance of communication process, importance of organizational communication.
34	Effective communication, organizational stress: definition and meaning sources and types of stress.
35	Impact of stress on organizations, stress management techniques.
36	Introduction to Organization Culture: Meaning and nature of organization culture.
37	Types of culture, managing cultural diversity.
38	Managing change and innovation-change at work.
39	Resistance to change, a model for managing organizational change.
40	Revision