

### III B. Tech (CSBS)

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**Course Code: MGT132**

**Semester: V**

## FUNDAMENTALS OF MANAGEMENT FOR ENGINEERS

### Course Objectives

This course will teach students the management theories, evolution of management over the years, and few basic concepts of organizational design. After studying this course, the students will understand organizational work practices and various dimensions of employee behavior. The students will also grasp the intricacies of organizational structural impact on functional management areas such as finance, marketing, and strategy.

### UNIT - I

**15 Periods**

Management Theories: Concept and Foundations of Management- Evolution of Management Contribution of Management Thinkers: Taylor- Fayol- Elton Mayo etc. Key Managerial Role. Functions of Management- Planning- Organizing- Staffing- Directing- Controlling-Process and Tools- Decision Making & Problems in Decision Making- Ethics Corporate Social Responsibility - Overview of Corporate Governance

### UNIT - II

**15 Periods**

Organizational Design: Dimensions of Organization Design: Classical- Neoclassical and Contingency approaches to organizational design- Organizational structure: Simple Structure Functional Structure- Divisional Structure- Matrix Structure- Virtual Network Structure- & Hybrid Structure- Organizational Life Cycle.

### UNIT - III

**15 Periods**

Fundamentals of Organizational Behaviour : OB- an overview- Foundations of Individual Behaviour :Personality- Perception- Learning and Reinforcement- Work place emotions and Attitudes -Motivation- Foundations of Group behaviour and Group Dynamics- Types of Teams - Team decision making methods- Basic approaches to Leadership and its applications

### UNIT - IV

**15 Periods**

Organizational Processes: Emerging trends in Conflict- Power and Politics- Work Stress and Stress Management- Organizational Culture: Elements- Merging Cultures- Managing Cultural & Workforce Diversity- Organizational socialization.

### TEXTBOOKS

1. Richard L. Daft, Understanding the Theory and Design of Organizations, Eleventh Edition, Cengage Learning, 2020

### REFERENCES

1. Stephen Robbins, David De Cenzo, Mary Coulter, Fundamentals of Management, Global Edition, Eighth Edition, Pearson Education, New Delhi, 2012.
2. James A. F. Stoner, R. Edward Freeman, Daniel R. Gilbert, Management, Pearson Education, Sixth Edition, New Delhi, 2007.
3. Steven .L. Mcshane, Von Glinow, Radha.R. Sharma. M. A., Organizational Behavior, Tata McGraw-Hill, New Delhi, 2008

4. L.M.Prasad, Organisational Behavior, Sultan Chand & Sons, Fifth edition, 2014
5. Robins, S.P., Judge, Timothy.A., Organizational Behavior, PHI, Thirteenth Edition, 2013

### **LEARNING OUTCOMES**

Upon successful completion of each unit, the learner will be able to

Unit I	• Understand the evolution and basic concepts of management and its functions
Unit II	• Understand the impact of different types of organizational design and structure.
Unit III	• Comprehend various factors that influence the individual behaviour and group behaviour in the organisation
Unit IV	• Understand the importance of organization culture and organizational processes

### **COURSE LEARNING OUTCOMES**

Upon successful completion the course, the learner will be able to

- Understand the evolution and basic concepts of management and its functions
- Comprehend the individual behaviour and the factors that impact the organizational culture
- Understand the impact of different types of organizational structures and their impact on performance
- Understand the impact of ethics and corporate social responsibility on the various functional aspects of management
- Comprehend the importance of different types of leadership