



Computer Science & Engineering

Course Code	ORGANISATIONAL BEHAVIOUR (Common to All branches of Engineering)		L	T	P	C
20A52302			3	0	0	3
Pre-requisite	NIL	Semester	III			
Course Objectives:						
<ul style="list-style-type: none"> To enable student's comprehension of organizational behavior To offer knowledge to students on self-motivation, leadership and management To facilitate them to become powerful leaders To Impart knowledge about group dynamics To make them understand the importance of change and development 						
Course Outcomes (CO):						
<ul style="list-style-type: none"> Define the Organizational Behaviour, its nature and scope. Understand the nature and concept of Organizational behaviour Apply theories of motivation to analyse the performance problems Analyse the different theories of leadership Evaluate group dynamics Develop as powerful leader 						
UNIT - I	Introduction to Organizational Behavior					
Meaning, definition, nature, scope and functions - Organizing Process – Making organizing effective -Understanding Individual Behaviour –Attitude -Perception - Learning – Personality.						
UNIT - II	Motivation and Leading					
Theories of Motivation- Maslow's Hierarchy of Needs - Hertzberg's Two Factor Theory - Vroom's theory of expectancy – Mc Clelland's theory of needs–Mc Gregor's theory X and theory Y– Adam's equity theory – Locke's goal setting theory– Alderfer's ERG theory .						
UNIT - III	Organizational Culture					
Introduction – Meaning, scope, definition, Nature - Organizational Climate - Leadership - Traits Theory–Managerial Grid - Transactional Vs Transformational Leadership - Qualities of good Leader - Conflict Management -Evaluating Leader- Women and Corporate leadership.						
UNIT - IV	Group Dynamics					
Introduction – Meaning, scope, definition, Nature- Types of groups - Determinants of group behavior - Group process – Group Development - Group norms - Group cohesiveness - Small Groups - Group decision making - Team building - Conflict in the organization– Conflict resolution						
UNIT - V	Organizational Change and Development					
Introduction –Nature, Meaning, scope, definition and functions- Organizational Culture - Changing the Culture – Change Management – Work Stress Management - Organizational management – Managerial implications of organization's change and development						
Textbooks:						
1. Luthans, Fred, Organisational Behaviour, McGraw-Hill, 12 Th edition 2011						
2. P Subba Ran, Organisational Behaviour, Himalya Publishing House 2017						
Reference Books:						
<ul style="list-style-type: none"> McShane, Organizational Behaviour, TMH 2009 Nelson, Organisational Behaviour, Thomson, 2009. Robbins, P. Stephen, Timothy A. Judge, Organisational Behaviour, Pearson 2009. Aswathappa, Organisational Behaviour, Himalaya, 2009 						
Online Learning Resources:						
https://www.slideshare.net/Knight1040/organizational-culture-9608857s://www.slideshare.net/AbhayRajpoot3/motivation-165556714 https://www.slideshare.net/harshrastogi/group-dynamics-159412405 https://www.slideshare.net/vanvasingla/organizational-change-development-26565951						