

SES's L.S.RAHEJA COLLEGE OF ARTS AND COMMERCE

(AUTONOMOUS)



Syllabus of Organisational Behaviour under NEP 2020 Vertical - VSC with effect from 2024-25

Department of Commerce & Management

Head of the Department/Sr. Person: Prof. Dr. Anupama Nerurkar

Date of approval by the Board of Studies (Commerce & Management): 25/04/2024

Approved by the Academic Council on: 29/04/2024

Ratified by the Governing Body on: 06/05/2024



Programme: Bachelor of Commerce (Banking and Insurance)		Semester : II			
Course : Organisational Behaviour Academic Year: 2024-2025 Batch: 2024-2027		Code: UGBBIIVSC24			
Teaching Scheme	Evaluation Scheme				
Lectures	Practical	Tutorials	Credits	Internal Continuous Assessment (ICA) (weightage)	Term End Examinations (TEE) (weightage)
30	Nil	Nil	02	20 marks/40% of the total marks	30 marks/60% of the total marks

Learning Objectives :	<ul style="list-style-type: none"> ● To understand the key concepts of organizational behaviour and its impact on workplace dynamics. ● To understand the relationship between organizational culture and change management.
Learning Outcomes :	<ul style="list-style-type: none"> ● Apply organizational behaviour theories to improve workplace performance. ● Analyse the role of organizational culture in successful change management.
Pedagogy:	Interactive discussions, Case studies, Group activities, Role plays

Each lecture session would be of one hour duration (30 sessions).

Module	Module Content	Module Wise Pedagogy Used (only pointers)	Module Wise Duration/ Lectures
I	<p>Introduction to organisational Behaviour: Meaning, Nature and scope of OB, Models of OB,</p> <p>Theories of Motivation :</p> <ul style="list-style-type: none"> • Maslow, Herzberg, Mc.Gregor Theory X and Theory Y, William Ouchi's Theory Z, Victor Vroom. ERG theory. <p>Group Dynamics: • Group Formation, Team Building, Team Development.</p>	Classroom lecture and group discussion	15 lecs
II	<p>Organisational culture and change management: Work Culture, Ways for Making Work Culture Effective and Lively, Work Conflicts.</p> <ul style="list-style-type: none"> • Organizational Change, effects of Resistance to Change, ways to overcome resistance to change. • Time and Stress Management. • Johari Window 	Classroom lecture and assignment	15 lecs

REFERENCE BOOKS

1. Griffin, Ricky W: Organizational Behaviour, Houghton Mifflin Co., Boston.
2. Prasad L M, Organizational *Behaviour*, Sultan Chand
3. Luthans, Fred: Organizational Behaviour, McGraw-Hill, New York.
4. Koontz, Harold, Cyril O'Donnell, and Heinz Weihrich: Essentials of management, Tata McGraw-Hill, New Delhi.

QUESTION PAPER PATTERN

Internal Continuous Assessment (ICA) Pattern

Particulars	Marks
Presentation/Viva Voce	10
Assignment/Project	10
Total	20

Term End Examinations (TEE)

Question Paper Pattern

Maximum Marks: 30

Duration: 1 Hour

All questions are compulsory.

Question No.	Description	Total Marks
1	A Full Length Theory Question OR B Full Length Theory Question	12
2	A Full Length Theory Question OR B Full Length Theory Question	12
3	Short Notes (Any 2 out of 3)	6