

**Model Syllabus for Business Management (Minor) in consonance with
Curriculum framework w.e.f. AY 2026-27**

COURSE STRUCTURE

Year	Semester	Course	Title of the Course	No. of Hrs /Week	No. of Credits
II	IV	2	Organisational Behaviour	4	4

SEMESTER-IV

COURSE 2:ORGANISATIONAL BEHAVIOUR

Theory

Credits: 4

4hrs/week

Course Objectives:

The course is designed to:

1. Understand individual and group behaviour in the workplace to enhance organizational effectiveness.
2. Explore different personality types, learning styles, and the factors influencing them.
3. Understand various motivational theories and their relevance in employee performance.
4. Develop leadership abilities and comprehend the application of different leadership styles and sources of power.
5. Gain insights into the nature and significance of organizational culture and its impact on performance.

Course Outcomes(COs):

Upon successful completion of this course, students will be able to:

- CO1:Analyze individual and group behaviour with in organizational settings.
- CO2:Identify personality traits and learning styles and assess their impact on work outcomes.
- CO3:Apply motivational theories to work place scenarios for better employee engagement.
- CO4:Demonstrate leadership skills and differentiate between various leadership styles and power dynamics.
- CO5:Understand and evaluate the components and influence of organizational culture on employee behaviour.

UNIT-I:ORGANIZATIONAL BEHAVIOR

Meaning, importance and historical development of organizational behavior, Factors influencing organizational behavior Perception and Attribution- concept, nature and process, Factors influencing perception. Values and Attitudes Personality - Stages of personality development, Determinants of personality. Concept and theories of learning.

UNIT-II:MOTIVATION:

Concept, importance and theories of motivation. Leadership - concept, characteristics, theories and styles of leadership, Managerial grid, Leadership continuum and Leadership effectiveness.

UNIT-III:GROUP DYNAMICS:

Meaning of groups and group dynamics, Formation, Characteristics and Types of groups, Theories of group dynamics, Group cohesiveness - Factors influencing group cohesiveness - Group decision making process. Types of teams. Analysis of Interpersonal Relationship: Transactional Analysis, Johari Window.

UNIT-IV:MANAGEMENT OF CHANGE:

Meaning and importance of change, Factors contributing to organizational change, Change agents, Resistance to change – causes of and dealing with resistance to change,Organizational Development - meaning and process.

UNIT-V:ORGANIZATIONAL CULTURE:

Conflict and Effectiveness- Concept of Organizational Culture, Distinction between organizational culture and organizational climate, Factors influencing organizational culture, Morale- concept and types of morale. Managing conflict, Organizational Effectiveness – Indicators of organizational effectiveness, Achieving organizational effectiveness. Organizational Power and Politics.

Student-Centric Activities:

1. Personality and Learning Style Assessment–Use self-assessment tools to identify individual traits.
2. Role Play–Demonstrate leadership styles and group dynamics through simulated scenarios.
3. Case Study Discussion–On work place motivation and conflict resolution strategies.
4. Group Presentation – On successful leaders and the organizational cultures they have shaped.
5. Field Assignment – Study and report on organizational behaviour practices in a real-world business environment.

Reference Books:

1. Robbins, P. Stephen - Organizational Behavior-concepts, controversies &Applications- Prentice Hall of India Ltd., New Delhi.
2. LuthansFred–OrganizationalBehavior-McGrawHillPublishersCo.Ltd.,New Delhi,
3. Rao, VSP and Narayana, P.S. - Organization Theory & Behavior - Konark Publishers Pvt. Ltd., Delhi.
4. Prasad,L.M-OrganizationalTheory&Behavior-SultanChand&Sons,NewDelhi.

Model Question Paper
SEMESTER - IV
COURSE-2 ORGANISATIONAL BEHAVIOUR
(w.e.f. 2026-27)

Time: 3 hrs

Max. Marks 75

SECTION - A

Answer any Five of the following

5 X 3= 15 Marks

1. Short answer question from Unit-1
2. Short answer question from Unit-1
3. Short answer question from Unit-2
4. Short answer question from Unit-2
5. Short answer question from Unit-3
6. Short answer question from Unit-3
7. Short answer question from Unit-4
8. Short answer question from Unit-4
9. Short answer question from Unit-5
10. Short answer question from Unit-5

SECTION - B

Answer Five of the following One question from each Unit. 5 X 12= 60 Marks

11. Long answer question from Unit-1

OR

12. Long answer question from Unit-1

13. Long answer question from Unit-2

OR

14. Long answer question from Unit-2

15. Long answer question from Unit-3

OR

16. Long answer question from Unit-3

17. Long answer question from Unit-4

OR

18. Long answer question from Unit-4

19. Long answer question from Unit-5

OR

20. Long answer question from Unit-5