



## Department of Computer Applications National Institute of Technology Tiruchirappalli

1.Course Outline			
Course Title	Organizational Behavior		
Course Code	CA722		
Department	CA	No. of Credits	3
Pre-requisites Course Code	CA 703	Faculty Name	Mr.K.Sakkaravarthy Iyyappan Mr.M.Vimal Chander
Course Co-ordinator	Dr.S.R.Balasundaram		
E-mail	sakkaravarthy@nitt.edu mvimal@nitt.edu	Telephone No.	9942156269, 9944669133
Course Type	Core Course		

2. Course Overview
<p>Organizational Behavior provides an overview of management, Individual behavior, Group behavior of the organization. The course gives introduction to management concepts and models for organizational behavior. It deals with the individual's personality development, decision making as well as the importance of team work and leadership qualities within the group.</p>
3. Course Objectives
<ul style="list-style-type: none"> <li>• To learn the leadership skills and group behavior.</li> </ul>
4. Course Outcomes (CO)
<p>Students will be able to:</p> <ul style="list-style-type: none"> <li>• Identify their personality type and behavioral pattern</li> <li>• Identify the basic skills of leadership</li> <li>• Apply the principles of conflict resolution and learn about group behavior</li> <li>• Adapt to the organization culture, structure and dynamics</li> </ul>

5. Course Outcome (CO)	Aligned Programme Outcome (PO)											
	PO-1	PO-2	PO-3	PO-4	PO-5	PO-6	PO-7	PO-8	PO-9	PO-10	PO-11	PO-12
Identify their personality type and behavioral pattern						M	H			M	M	L
Identify the basic skills of leadership						M	M	H	L			M
Apply the principles of conflict resolution and learn about group behavior						L	L	H	M	M	H	M
Adapt to the organization culture, structure and dynamics						L	L	M	H	H		M

H= 0.6

M = 0.4

L = 0.0

6. Course Teaching and Learning Activities			
Week	Class	Topics covered	Mode of Delivery
1.	Class-I	History of Management - The human relations movement	Power Point Presentation, Chalk and Talk
	Class-II	The Hawthorne studies - Models for organizational behavior	Power Point Presentation, Chalk and Talk
	Class-III	Models for organizational behavior	Chalk and Talk
2.	Class-I	Management concepts	Power Point Presentation, Chalk and Talk
	Class-II	Foundations of Individual Behavior - Personality - Meaning and development	Power Point Presentation, Chalk and Talk
	Class-III	Major determinants of Personality and Values -Theories of Personality	Power Point Presentation, Chalk and Talk
3.	Class-I	Perception and Individual Decision Making, sensation versus perception	Power Point Presentation
	Class-II	Stress – Causes and effect of job stress	Power Point Presentation
	Class-III	Stress – Causes and effect of job stress coping strategies for stress	Power Point Presentation
4.	Class-I	Foundations of Group Behavior	Power Point Presentation
	Class-II	Understanding Work Teams	Power Point Presentation, Group Discussion
	Class-III	Communication	Video Lecture
5.	Class-I	Basic Approaches to Leadership Contemporary Issues in Leadership	Power Point Presentation, Chalk and Talk
	Class-II	Motivation Concepts	Power Point Presentation

Week	Class	Topics covered	Mode of Delivery
	Class-III	Motivation From Concepts to Applications	Power Point Presentation, Chalk and Talk
6.	Class-I	Work motivation	Power Point Presentation
	Class-II	Attitude and Job Satisfaction	Power Point Presentation, Chalk and Talk
	Class-III	Power and Politics	Power Point Presentation
	Class-I	Job design - Goal setting	Power Point Presentation, Chalk and Talk
7.	Class-II	Conflicts Individual conflict, Interpersonal conflict, Inter-group conflict	Power Point Presentation, Chalk and Talk
	Class-III	Conflict Resolution	Group Discussion
	Class-I	Negotiation	Power Point Presentation, Group Discussion
8.	Class-II	Revision of Unit III and IV	Power Point Presentation
	Class-III	Foundations of Organization Structure	Power Point Presentation, Chalk and Talk
	Class-I	Foundations of Organization Structure	Power Point Presentation, Chalk and Talk
9.	Class-II	Organizational Culture	Power Point Presentation, Chalk and Talk
	Class-III	Organizational Culture	Power Point Presentation, Chalk and Talk
	Class-I	Organizational Dynamics	Power Point Presentation, Chalk and Talk
10.	Class-II	Organizational Dynamics	Power Point Presentation, Chalk and Talk
	Class-III	Revision of Unit V	Power Point Presentation

### 7. Course Assessment Methods – Theory

Sl. No.	Mode of Assessment	Week/Date	Duration	Weightage(%)
1.	Cycle Test – 1	4 <sup>th</sup> week	60 Mins	20
2.	Cycle Test – 2	8 <sup>th</sup> week	60 Mins	20
3.	Assignments/Seminar	-	-	10
6.	End Semester Exam	-	180 Mins	50
Total				100

### 8. Essential Readings (Textbooks, Reference books, Websites, Journals, etc.)

#### REFERENCES:

1. Stephen P. Robbins , Timothy A. Judge, "Organizational Behavior", 14th Edition, Pearson Education,2012.
2. Robert Kreitner, Angelo Kinicki, "Organizational Behavior", 8th Edition, McGrawHill,2007.
3. Fred Luthans, "Organizational Behavior", McGraw Hill, 1997.
4. Keith Davis, "Human behavior at work: Human relations and Organizational Behavior", Tata McGraw Hill, 1982.
5. Rudrabasavaraj M.N. "Dynamic personnel Administration", 3rdEdition,Himalaya Publishing House, 2011.

### 9. Course Exit Survey (mention the ways by which the feedback about the course is assessed and indicate the attainment level)

- The students through the class rep may give their feedback at any time to the course co-ordinator which will be duly addressed.
- The students may also give their feedback during Class Committee meeting.
- The COs will be computed after arriving at the final marks.

### 10. Course Policy (including plagiarism, academic honesty, attendance, etc.)

- **Plagiarism**  
The students are expected to come out with their original answers and solutions for problems given during the class work, home work, Assignments/Seminars, and tests/examinations. If found to copy from internet/other students, zero marks will be assigned.
- **Attendance**  
100% is a must. However, relaxation upto 25% will be given for leave on emergency requirements (medical, death, etc.) and representing institute events.
- **Academic Honesty**
  - i) Possession of any electronic device, if any, found during the test or exam, the student will be debarred for 3 years from appearing for the exam and this will be printed in the Grade statement/Transcript.
  - ii) Tampering of MIS records, if any, found, then the results of the student will be withheld and the student will not be allowed to appear for the Placement interviews conducted by the Office of Training & Placement, besides (i).

### 11. Additional Course Information

- The students can get their doubts clarified at any time with their faculty member with prior appointment.

### For Senate's Consideration



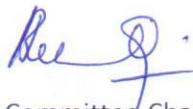
(Mr.K.Sakkaravarthy Iyyappan)

Course Faculty



(Mr.M.Vimal Chander)

Course Faculty



Class Committee Chairperson



(Dr.S.R.Balasundaram)

HoD