NATIONAL INSTITUTE OF TECHNOLOGY, TIRUCHIRAPPALLI

DEPARTMENT OF COMPUTER APPLICATIONS

COURSE PLAN – PART I			
Name of the programme and specialization	MCA		
Course Title	Organizational Behaviour		
Course Code	CA 722	No. of Credits	3
Course Code of Pre-requisite subject(s)	CA 703		
Session	January 2019	Section (if, applicable)	
Name of Faculty	Dr. U. Srinivasulu Reddy	Department	Computer Applications
Official Email	usreddy@nitt.edu	Telephone No.	+91-431-2503746
Name of Course Coordinator(s) (if, applicable)	Dr. P. J. A. Alphonse		
Official E-mail	alphonse@nitt.edu	Telephone No.	+91-431-250 3742
Course Type (please tick appropriately)	☑ Core course	☐ Elective course	

Syllabus (approved in BoS)

History of Management - The human relations movement - The Hawthorne studies - Models for organizational behavior – Management concepts.

Foundations of Individual Behavior - Personality – Meaning and development - Major determinants of Personality and Values -Theories of Personality – Perception and Individual Decision Making – sensation versus perception - Stress – Causes and effect of job stress – coping strategies for stress.

Foundations of Group Behavior - Understanding Work Teams - Communication - Basic Approaches to Leadership - Contemporary Issues in Leadership – Motivation Concepts - Motivation From Concepts to Applications –Work motivation – Attitude and Job Satisfaction - Power and Politics - Job design - Goal setting

Conflicts - Individual conflict, Interpersonal conflict, Inter-group conflict– Conflict Resolution - Negotiation

Foundations of Organization Structure - Organizational Culture – Organizational Dynamics

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.

COURSE OBJECTIVES

To learn the leadership skills and group behavior.

MAPPING OF COs with POs

Course Outcomes	Programme Outcomes (PO) (Enter Numbers only)
1. Identify their personality type and behavioral pattern	1,2,3
2. Identify the basic skills of leadership	1,3,4,5
3. Apply the principles of conflict resolution and learn about group behavior	1,2,3,5,7
4. Adapt to the organization culture, structure and dynamics	1,4,5,6

COURSE PLAN – PART II

COURSE OVERVIEW

COURSE TEACHING AND LEARNING ACTIVITIES

S.No.	Week/Contact Hours	Topic	Mode of Delivery
1	1/ 3 Hrs	History of Management - The human relations movement	Chalk and Talk, PPT
2	2/ 3 Hrs	The Hawthorne studies - Models for organizational behavior	Chalk and Talk, PPT
3	3/ 3 Hrs	Management concepts	Chalk and Talk, PPT
4	4/.3 Hrs	Foundations of Individual Behavior	Chalk and Talk, PPT
5	5/ 3 Hrs	Personality – Meaning and development - Major determinants of Personality and Values	Chalk and Talk, PPT

6	6/ 3 Hrs	Theories of Personality – Perception and Individual Decision Making	Chalk and Talk, PPT
7	7/ 3 Hrs	sensation versus perception Stress – Causes and effect of job stress – coping strategies for stress	Chalk and Talk, PPT
8	8/ 3 Hrs	Foundations of Group Behavior - Understanding Work Teams	Chalk and Talk, PPT
9	9/ 3 Hrs	Communication - Basic Approaches to Leadership - Contemporary Issues in Leadership	Chalk and Talk, PPT
10	10/ 3 Hrs	Motivation Concepts - Motivation From Concepts to Applications –Work motivation	Chalk and Talk, PPT
11	11/ 3 Hrs	Attitude and Job Satisfaction - Power and Politics - Job design - Goal setting	Chalk and Talk, PPT
12	12/ 3 Hrs	Conflicts - Individual conflict, Interpersonal conflict, Inter-group conflict– Conflict Resolution - Negotiation	Chalk and Talk, PPT

COURSE ASSESSMENT METHODS (shall range from 4 to 6)

S.No.	Mode of Assessment	Week/Date	Duration	% Weightage
1	Cycle Test 1	7	1 Hr	20
2	Cycle Test 2	11	1 Hr	20
3	Assignment	7th to 10th week	-	10
CPA	Compensation Assessment*	12th Week	1 Hr	20
4	Final Assessment *	End of Course	3 Hrs	50

*mandatory; refer to guidelines on page 4

COURSE EXIT SURVEY (mention the ways in which the feedback about the course shall be assessed)

- ➢ The students through the class representative may give their feedback at any time to the course chairman which will be duly addressed.
- ➢ The students may also give their feedback during class committee meeting.
- ➢ Course Outcome Survey' form will be distributed on the last working day to all the students and the feedback on various rubrics will be analyzed.

COURSE POLICY (including compensation assessment to be specified)

MODE OF CORRESPONDENCE (email/ phone etc)
The student can the availability of faculty member over phone as well as mail. They can clarify their doubts any time by taking prior appointment.

COMPENSATION ASSESSMENT POLICY
One Compensation assessment will be conducted for absentees in assessments (except final assessment) is mandatory due to genuine reasons.

ATTENDANCE POLICY (A uniform attendance policy as specified below shall be followed)

- ➢ At least 75% attendance in each course is mandatory.

- ➢ A maximum of 10% shall be allowed under On Duty (OD) category.

- ➢ Students with less than 65% of attendance shall be prevented from writing the final assessment and shall be awarded 'V' grade.

ACADEMIC DISHONESTY & PLAGIARISM

- ➢ Possessing a mobile phone, carrying bits of paper, talking to other students, copying from others during an assessment will be treated as punishable dishonesty.

- ➢ Zero mark to be awarded for the offenders. For copying from another student, both students get the same penalty of zero mark.

- ➢ The departmental disciplinary committee including the course faculty member, PAC chairperson and the HoD, as members shall verify the facts of the malpractice and award the punishment if the student is found guilty. The report shall be submitted to the Academic office.

- ➢ The above policy against academic dishonesty shall be applicable for all the programmes.

ADDITIONAL INFORMATION, IF ANY

FOR APPROVAL

Course Faculty _____ CC- Chairperson _____ HOD _____