



DEPARTMENT OF CIVIL ENGINEERING

COURSE PLAN – PART I			
Name of the programme and specialization	M.Tech – Construction Techniques and Management		
Course Title	ORGANIZATIONAL BEHAVIOUR		
Course Code	CE756	No. of Credits	3
Course Code of Pre-requisite subject(s)	NIL	Semester	II
Session	Jan 2021	Section (if, applicable)	NA
Name of Faculty	Dr.K.NANDHINI	Department	CIVIL ENGINEERING
Official Email	knandhini@nitt.edu	Telephone No.	9597975215
Name of Course Coordinator(s) (if, applicable)	-		
Official E-mail	-	Telephone No.	-
Course Type	Core course		
Syllabus (approved in Senate)			
<p>Leadership in Organizations. Characteristics of Organizations: Organization Structure and Design, Organizational Behaviour, Organizational Culture and climate;</p> <p>Individuals in Organizations - individual decision-making; Group Dynamics: Group behaviour, Inter-group relation and conflict; Communication;</p> <p>Motivation and behaviour; Motivation at work; Designing motivating jobs;</p> <p>Functional and Dysfunctional conflict –conflict management strategies - Principles and Tactics of Negotiation- Factors affecting Intergroup Relations and Managing Intergroup Relations;</p> <p>Organizational change and Development - Managing Innovation and Technology in changing environments -case studies of OD interventions in mega-construction projects.</p>			
COURSE OBJECTIVES			
<ol style="list-style-type: none"> 1. To learn the principles of organizational behaviour 2. To know about organizational structure of the construction industry 3. To study the different methods of relations under the organization 4. To understand the various organizational change and development 			



COURSE PLAN – PART II			
COURSE OVERVIEW			
This course entails the students to learn about the fundamentals of construction economics and the different construction finance in the industry by handling the cost of flow, payment, balancing the credit and debits taking place due to the construction activities.			
COURSE TEACHING AND LEARNING ACTIVITIES			
S.No.	Schedule (3 Hours/Week)	Topic	Mode of Delivery
1	Jan 4 th Week	Overview of organizational behaviour	Lecture by PPT(MS Teams)
2	Jan 5 th Week	Leadership in Organizations. Characteristics of Organizations	
3	Feb 1 st Week	Organization Structure and Design, Organizational Behaviour	
4	Feb 2 nd Week	Organizational Culture and climate	
5	Feb 3 rd Week	Individuals in Organizations - individual decision-making	
6	Feb 4 th Week	Group Dynamics: Group behaviour	
7	March 1 st Week	Inter-group relation and conflict; Communication	
8	March 2 nd Week	Motivation and behaviour; Motivation at work	
9	March 3 rd week	Designing motivating jobs	
10	March 4 th Week	Functional and Dysfunctional conflict –conflict management strategies	Lecture by PPT (MS Teams)
11	April 1 st Week	Principles and Tactics of Negotiation	
12	April 2 nd Week	Factors affecting Intergroup Relations and Managing Intergroup Relations;	
13	April 3 rd week	Organizational change and Development - Managing Innovation and Technology in changing environments	
14	April 4 th Week	Case studies of OD interventions in mega-construction projects	
15	April 5 th Week	Seminar, Clear doubts and tutorials	



COURSE ASSESSMENT METHODS			
S.No.	Mode of Assessment	Duration	% Weightage
1	Mid Assessment	2 hr 15 min	35
2	Assignments	-	15
3	Seminar	-	20
CPA	Compensation Assessment*		
4	Final Assessment	2 hr	30
	Total		100
COURSE EXIT SURVEY			
<ul style="list-style-type: none">• Direct feedback from the students by face-to-face meeting individually and as the class as a whole.• Feedback from the students during class committee meetings• Exit survey from the students at the end of the session			
COURSE POLICY			
<ul style="list-style-type: none">• Attending all the assessments (Assessment 1 to 4) is MANDATORY for every student.• If any student is not able to attend Mid Assessment due to genuine reason, student is permitted to attend the respective assessment as compensation assessment (CPA) with the same weightage. Prior permission and required document must be submitted for absence.• At any case, CPA will not be considered as an improvement test. A minimum of 30% should be scored in the end assessment for a pass.• Every student is expected to score minimum 35% or class average/2 (whichever is greater) to pass the course. Otherwise the student would be declared fail and 'F' grade will be awarded			
<u>ATTENDANCE POLICY</u> (A uniform attendance policy as specified below shall be followed)			
<ul style="list-style-type: none">➤ 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.			
<u>ACADEMIC DISHONESTY & PLAGIARISM</u>			
<ul style="list-style-type: none">➤ Possessing a mobile phone, carrying bits of paper, talking to other students, copying from others during an assessment will be treated as punishable dishonesty.			



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- 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

K. Nandhini

CC- Chairperson

[Signature]

HOD

C. R.
Head
Department of Civil Engineering
National Institute of Technology
Tiruchirappalli - 620 016



Guidelines

- a) The number of assessments for any theory course shall range from 4 to 6. |
- b) Every theory course shall have a final assessment on the entire syllabus with at least 30% weightage.
- c) One compensation assessment for absentees in assessments (other than final assessment) is mandatory. Only genuine cases of absence shall be considered.
- d) The passing minimum shall be as per the regulations.

B.Tech. Admitted in				P.G.
2018	2017	2016	2015	
35% or (Class average/2) whichever is greater.		(Peak/3) or (Class Average/2) whichever is lower		40%

- e) Attendance policy and the policy on academic dishonesty & plagiarism by students are uniform for all the courses.
- f) Absolute grading policy shall be incorporated if the number of students per course is less than 10.
- g) Necessary care shall be taken to ensure that the course plan is reasonable and is objective. |