

JAI HIND COLLEGE AUTONOMOUS



Syllabus for T.Y.BCom

**Course : Fundamental Concepts
of Organisational Behaviour**

Semester : V

Credit Based Semester & Grading System

With effect from Academic Year 2018-19

List of Courses

Course: Fundamental Concepts of
Organizational Behaviour

Semester: V

SR. NO.	COURSE CODE	COURSE TITLE	NO. OF LECTURES / WEEK	NO. OF CREDITS
TYBCom				
1	CPSY501	Fundamental Concepts of Organizational Behaviour	03	3.5

Semester V – Theory

<p>Course: CPSY501</p>	<p>Fundamental Concepts of Organizational Behaviour (Credits : 3.5 Lectures/Week:03)</p>	
	<p>Objectives:</p> <ul style="list-style-type: none"> ➤ Orient students to the eclectic field of Human Behavior in Organizational Setting ➤ Impart knowledge about how Individual’s Psychological factors can affect Organizations ➤ Enhance understanding about Employees Attitudes intruding into the workplace ➤ Create awareness of Organizations role in keeping their employees Motivated. ➤ To learn about the different types of Communication processes and its impact on employees and organizations <p>Outcomes: Understand the changing trends in the nature of the workforce and the organizations response to them</p>	
<p>Unit I</p>	<p>What is Organizational Behaviour</p> <ol style="list-style-type: none"> 1) A) The importance of Interpersonal skills 1) B) Who are Managers and what do they do? <ol style="list-style-type: none"> i. Functions of a Manager ii. Managerial Roles iii. Managerial Skills 2) The Field of Organizational Behaviour <ol style="list-style-type: none"> i. Organizational Behaviour is Interdisciplinary ii. Fields related to Organizational Behaviour 3) The Challenges and Opportunities before Organizational Behaviour <ol style="list-style-type: none"> i. The Challenge of Globalization ii. The Challenge of managing a diversified Workforce iii. The Challenge of Coping with Temporariness iv. The Challenge of striking Work-Life Balance v. The Challenge of creating a Positive Work Environment vi. The Challenge of improving Ethical Behavior 	<p>12 L</p>
<p>Unit II</p>	<p>Attitudes and Job Satisfaction</p> <ol style="list-style-type: none"> 1) A) Definition of Attitude 1) B) The Three Components of Attitude 2) A) Major Job related Attitudes <ol style="list-style-type: none"> i. Job Involvement ii. Organizational Commitment 2) B) Perceived Organizational Support 	<p>11 L</p>

	<p>3) A) Job Satisfaction</p> <ul style="list-style-type: none"> i. Definition of Job Satisfaction ii. Measurement of Job Satisfaction <p>3) B) Determinants of Job Satisfaction</p> <p>4) A) The Impact of Job Satisfaction</p> <ul style="list-style-type: none"> i. Job satisfaction and Job Performance ii. Job Dissatisfaction and Employee Response iii. Job Satisfaction and Organizational Citizenship Behaviour iv. Job Satisfaction and Customer Satisfaction v. Job Satisfaction and Absenteeism vi. Job Satisfaction and Employee Turnover <p>4) B) Job Satisfaction and Workplace Deviance</p>	
Unit III	<p>Motivational Concepts</p> <p>1) Concept of Motivation</p> <ul style="list-style-type: none"> i. Definition of Motivation ii. Elements of Motivation <p>2) Early Theories of Motivation</p> <ul style="list-style-type: none"> i. Abraham Maslow's Hierarchy of Needs ii. Theory X and Theory Y iii. Herzberg's Two-Factor Model iv. McClelland's Theory of Needs <p>4) Modern Theories of Motivation</p> <ul style="list-style-type: none"> i. Goal Setting Theory ii. Equity Theory iii. Expectancy Theory 	11 L
Unit IV	<p>Communication</p> <p>1) Concept of Communication</p> <ul style="list-style-type: none"> i. The Functions of Communication ii. The Process of Communication <p>2) The Direction of Communication</p> <ul style="list-style-type: none"> i) Downward Communication ii) Upward Communication iii) Lateral Communication <p>3) Interpersonal Communication</p> <ul style="list-style-type: none"> i. Oral Communication ii. Written Communication iii. Nonverbal Communication <p>4) Organizational Communication</p> <ul style="list-style-type: none"> i. Formal Networks in Small Groups ii. The Grapevine & Rumor iii. Electronic Communication 	11 L

Textbook & References:

- 1) **Dash, C. (2013). Organizational Behavior. New Delhi: International Book House**
- 2) **Greenberg, J. (2013). Behaviour in Organizations (10th ed.). PHILearning Private Limited**
- 3) **Luthans, F. (2013). Organizational Behaviour: An evidence-based approach. Tata McGraw Hill**
- 4) **Robbins, S.P., Judge, T. A., & Vohra, N. (2013). Organizational Behaviour. (15th ed.). Indian subcontinent adaptation, New Delhi: Perason Education, Dorling Kindersley India Pvt. Ltd.**
- 5) **Schultz, D., & Schultz, S. (2013). Psychology and Work Today. Pearson**
- 6) **Shankar, M. (2013). Organizational Behaviour. International Book House**
- 7) **Sharma, S. (2013). Organizational Behaviour. New Delhi: Tata McGraw Hill**
- 8) **Singh, K. (2012). Organizational Behaviour: Text and Cases. New Delhi: Pearson Education**

Evaluation Scheme

[A] Evaluation scheme for Theory courses

I. Semester End Examination (SEE)- 100 Marks