

**P.C.E.T.'S
S.B. PATIL INSTITUTE OF MANAGEMENT**

**Session Plan
Course: MBA -DivC**

| Sub. Code : | 102 | Subject Name:- ORGANIZATIONAL BEHAVIOUR | | | | | | | |
|---|------------------------------------|---|-----------------|-------------------------------------|--|------------|--|-----|----------------------|
| Semester : | I | | | | | | | | |
| Type of Subject : | External | | | | | | | | |
| No. of Session Per week : 4 (1 Hour X 4) | | | | | | | | | |
| Best Book | Title | Author | | Publication | | | | | |
| Book.1 | Organizational Behaviour | Stephen Robbins,Singhi | | Pearson education | | | | | |
| Book.2 | Organizational Behaviour | Ashwathapa | | Himalaya Publishing House | | | | | |
| Book.3 | Organizational Behaviour | V.S.P. Rao | | Mc Graw-Hill | | | | | |
| Book.4 | Organizational Behaviour | Fred Luthans | | Mc Graw-Hill | | | | | |
| Sr. No. | Unit | Sub Topic | No. of Sessions | Teaching Method | Teaching Material | Plan Date | Learning Material | CO | PO/ PSO |
| 1 | Chapter 1 Fundamentals of OB | 1.1 Evolution of management thought, five functions of management, Definition, scope and importance of OB, Relationship between OB and the individual | 1 | Lecture & Interaction | White board, Power Point Presentation | 9/2/2021 | Chapter 1, 2 from Organization Behaviour, Ashwathappa, Edi. 9th Revised Chapter 1 from Organization Behaviour, Stephen Robbins,Singhi, Edi. 13th | 1,2 | 1,2,4,5,6,9,10, |
| | | 1.2 Evolution of OB, Models of OB (Autocratic, Custodial, Supportive, Collegial & SOBC), Limitations of OB. | 1 | Lecture & Discussion | White board, Power Point Presentation | 10/2/2021 | Chapter 1,4 from Organization Behaviour, Ashwathappa, Edi. 9th Revised Organization Behaviour, ICFAI | 1,2 | 1,2,4,5,6,9,10 |
| | | Values, Attitudes and Emotions: Introduction, Values, Attitudes, Definition and Concept of Emotions | 1 | Lecture & Discussion | White board, Power Point Presentation | 11/2/2021 | Chapter 10 from Organization Behaviour, Ashwathappa, Edi. 9th Revised Chapter 3 from Organization Behaviour, Stephen Robbins,Singhi, Edi. 13th | 1,2 | 1,2,4,5,6,9,10,12,15 |
| | | Emotional Intelligence - Fundamentals of Emotional Intelligence, The Emotional Competence Framework, Benefits of Emotional Intelligence , difference between EQ and IQ. | 1 | Lecture & Discussion | White board, Power Point Presentation, Video | 12/20/2021 | Chapter 5, 25 from Organization Behaviour, Ashwathappa,Edi. 9th Revised Chapter 8 from Organization Behaviour, Stephen Robbins,Singhi, Edi. 13th | 1,2 | 1,2,4,5,6,9,10,12,15 |
| | | Personality & Attitude: Definition Personality, importance of personality in Performance, The Myers-Briggs Type Indicator and The Big Five personality model | 1 | Lecture, Discussion and Application | White Board/ Power Point Presentation / Videos | 16/2/2021 | Chapter 7 from Organization Behaviour, Ashwathapa Chapter 3, 4 from Organization Behaviour, Stephen Robbins,Singhi, Edi. 13th | 1,2 | 1,2,4,5,6,9,10,12,15 |
| | | Online Personality Test | 1 | Activity | Online Exercise- Self personality Analysis : Big 5 factor | 17/2/2021 | https://psychcentral.com/quizzes/personality/start.php | 1,2 | 1,2,4,5,6,9,10,12,15 |
| | | Johari Window , Transaction Analysis , Definition Attitude Importance of attitude in an organization, Right Attitude, | 1 | Lecture, Discussion and Application | Power Point Presentation and Computer Lab Based Session/ online exercise | 18/2/2021 | Chapter 7,17 from Organization Behaviour, Ashwathapa | 1,2 | 1,2,4,5,6,9,10,12,15 |



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| | | Johari Window, Transaction Analysis | 1 | | Activity | Self Evaluation | 23/2/2021 | Chapter 7,17 from Organization Behaviour, Ashwathapa | 1,2 | 1,2,4,5,6,9,10,12,15 |
| | | Components of attitude, Relationship between behavior and attitude. | 1 | | Lecture & Discussion | White Board/ Power Point Presentation | 24/2/2021 | Chapter 10 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Stephen Robbins | 1,2 | 1,2,4,5,6,9,10,12,15 |
| 2 | Chapter 2 Perception | Perception: Meaning and concept of perception, Factors influencing perception | 1 | 8+2 | Lecture & Discussion | White Board/ Power Point Presentation | 25/2/2021 | Chapter 8 from Organization Behaviour, Ashwathapa Chapter 5 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | Selective perception, Attribution theory | 1 | | Lecture, Discussion and Application | White Board/ Power Point Presentation | 26/2/2021 | Chapter 8 from Organization Behaviour, Ashwathapa Chapter 5 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | Perceptual process, Social perception (stereotyping and halo effect) | 1 | | Lecture, Discussion and Application | White Board/ Power Point Presentation | 2/3/2021 | Chapter 8 from Organization Behaviour, Ashwathapa Chapter 5 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | Perception Test | 1 | | Activity | Online Exercise- Perception Test | 3/3/2021 | http://viscog.beckman.illinois.edu/flashmovie/15.php | 1,2 | 1,4,5,9,10,12,15 |
| | | Definition & Concept of Motive & Motivation | 1 | | Lecture, Discussion and Application | White board/ Power Point Presentation / Charts/ diagram/ Video | 4/3/2021 | Chapter 11 from Organization Behaviour, Ashwathapa Chapter 6 from Organization Behaviour, Luthans Chapter 7 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | The Content Theories of Motivation (Maslows Need Hierarchy) | 1 | | Lecture, Discussion and Application | White board/ Power Point Presentation / Charts/ diagram/ Video | 5/3/2021 | Chapter 11 from Organization Behaviour, Ashwathapa Chapter 6 from Organization Behaviour, Luthans Chapter 7 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | Herzberg's Two Factor model Theory | 1 | | Discussion and Application | White board/ Power Point Presentation/ Charts/ diagram | 9/3/2021 | Chapter 11 from Organization Behaviour, Ashwathapa Chapter 6 from Organization Behaviour, Luthans Chapter 7 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | The Process Theories (Vroom's expectancy Theory & Porter Lawler model), | 1 | | Lecture, Discussion | Power Point Presentation / Charts/ diagram | 10/3/2021 | Chapter 11 from Organization Behaviour, Ashwathapa Chapter 6 from Organization Behaviour, Luthans Chapter 7 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | Contemporary Theories- Equity Theory of Work Motivation | 1 | | Lecture, Discussion | Power Point Presentation / Charts/ diagram | 12/3/2021 | Chapter 11 from Organization Behaviour, Ashwathapa Chapter 6 from Organization Behaviour, Luthans Chapter 7 from Organization Behaviour, Stephen Robbins | 1,2 | 1,4,5,9,10,12,15 |
| | | | | | Concurrent Evaluation - 1 | 1 | | Written Assignment (1 ques chapter 1, 1 ques chapter 2) (Remembering and Understanding) | 16/3/2021 | |
| | | The Meaning of Group & Group behavior & Group Dynamics | 1 | | Lecture & Discussion | White board/ Power Point Presentation / Charts/ diagram/ Video | 18/3/2021 | Chapter 14,15 from Organization Behaviour, Ashwathapa Chapter 10 from Organization Behaviour, Luthans Chapter 9,10 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Types of Groups, The Five -Stage Model or Group Development . | 1 | | Lecture and Interaction | White board/ Power Point Presentation | 19/3/2021 | Chapter 14,15 from Organization Behaviour, Ashwathapa Chapter 10 from Organization Behaviour, Luthans Chapter 9,10 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Team Effectiveness & Team Building | 1 | | Lecture, Discussion and Brainstorming | Power Point Presentation / Videos | 23/3/2021 | Chapter 14,15 from Organization Behaviour, Ashwathapa Chapter 10 from Organization Behaviour, Luthans Chapter 9,10 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Team Building Activity | 1 | | Outdoor Group Activity | | 24/3/2021 | | 1,2,4,6 | 1,3,4,5,6,9,10 |



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| 3 | Chapter 3 Group and Team Dynamics | Concept of Leadership: Introduction, Managers V/s Leaders | 1 | 8+2 | Lecture, Discussion and Brainstorming | White Board/ Power Point Presentation / Charts/ diagram/ Video | 25/3/2021 | Chapter 18 from Organization Behaviour, Ashwathapa Chapter 13,14 from Organization Behaviour, Luthans Chapter 12,13 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Overview of Leadership - Traits and Types | 1 | | Lecture & Discussion | White Board/ Power Point Presentation / Charts/ diagram | 26/3/2021 | Chapter 18 from Organization Behaviour, Ashwathapa Chapter 13,14 from Organization Behaviour, Luthans Chapter 12,13 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Theories of Leadership - Trait Theories | 1 | | Lecture & Discussion | White Board/ Power Point Presentation/Charts/diagram | 30/3/2021 | Chapter 18 from Organization Behaviour, Ashwathapa Chapter 13,14 from Organization Behaviour, Luthans Chapter 12,13 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Behavioral Theories | 1 | | Lecture & Discussion | White Board/ Power Point Presentation/Charts/diagram | 31/3/2021 | Chapter 18 from Organization Behaviour, Ashwathapa Chapter 13,14 from Organization Behaviour, Luthans Chapter 12,13 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Behavioral Theories | 1 | | Lecture & Discussion | White Board/ Power Point Presentation/Charts/diagram | 1/4/2021 | Chapter 18 from Organization Behaviour, Ashwathapa Chapter 13,14 from Organization Behaviour, Luthans Chapter 12,13 from Organization Behaviour, Stephen Robbins | 1,2,4,6 | 1,3,4,5,6,9,10,12,15 |
| | | Concurrent Evaluation - 2 | 1 | | Case Study: Leadership (Understanding and Applying) | | 6/4/2021 | Chapter 18 from Organization Behaviour, Ashwathapa Chapter 13,14 from Organization Behaviour, Luthans Chapter 12,13 from Organization Behaviour, Stephen Robbins | 3,4 | 1,3,4,5,6,9,10 |
| 4 | Chapter 4 Organization system: | Conflict Management – Definition and Meaning, Sources of Conflict | 1 | 7+2 | Lecture & Discussion | White Board/ Power Point Presentation/ video | 7/4/2021 | Chapter 17 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 15 from Organization Behaviour, Stephen Robbins | 1,2,5 | 1,2,3,4,5,6,9,10,12,15 |
| | | Types of Conflict | 1 | | Lecture & Discussion | White Board/ Power Point Presentation | 8/4/2021 | Chapter 17 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 15 from Organization Behaviour, Stephen Robbins | 1,2,5 | 1,2,3,4,5,6,9,10,12,15 |
| | | Conflict Management Approaches | 1 | | Lecture, Interaction & Discussion | White Board/ Power Point Presentation | 9/4/2021 | Chapter 17 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 15 from Organization Behaviour, Stephen Robbins | 1,2,5 | 1,2,3,4,5,6,9,10,12,15 |
| | | Organizational Culture: Meaning & Nature of Organizational Culture | 1 | | Lecture & Discussion | White Board/Power Point Presentation | 12/4/2021 | Chapter 21 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 17 from Organization Behaviour, Stephen Robbins | 1,2,3 | 1,2,3,4,5,6,9,10,12,15 |
| | | Origin of Organization Culture, Functions of Organization Culture | 1 | | Lecture & Discussion | White Board/Power Point Presentation | 15/4/2021 | Chapter 21 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 17 from Organization Behaviour, Stephen Robbins | 1,2,3 | 1,2,3,4,5,6,9,10,12,15 |
| | | Types of Culture, Creating and Maintaining Organization Culture, | 1 | | Discussion and Brainstorming | White Board/Power Point Presentation | 16/4/2021 | Chapter 21 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 17 from Organization Behaviour, Stephen Robbins | 1,2,3 | 1,2,3,4,5,6,9,10,12,15 |
| | | Managing Cultural Diversity | 1 | | Discussion | White Board/ Power Point Presentation | 19/4/2021 | Chapter 21 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 17 from Organization Behaviour, Stephen Robbins | 1,2,3 | 1,2,3,4,5,6,9,10,12,15 |
| | | Role Play | 1 | | Group Activity and Discussion | | 20/4/2021 | Chapter 21 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 17 from Organization Behaviour, Stephen Robbins | 1,2,3 | 1,2,3,4,5,6,9,10 |
| | | Role Play | 1 | | Group Activity and Discussion | | 22/4/2021 | Chapter 21 from Organization Behaviour, Ashwathapa Chapter 3 from Organization Behaviour, Luthans Chapter 17 from Organization Behaviour, Stephen Robbins | 1,2,3 | 1,2,3,4,5,6,9,10 |



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| 5 | Chapter 5 Managing change | Concurrent Evaluation - 3 | 1 | 5+2 | Infographic Poster | Poster | 23/4/2021 | Creating Infographic Poster: Team Characteristics, Team Dynamics of Indian Cricket Team wrt World Cup 2019, Reasons for Loosing the World Cup 2019 (the Causes of Conflict in the team) and suggesting Conflict Resolution strategies. | 5,6 | 1,2,3,4,5,6,9,10 |
| | | Concurrent Evaluation - 3 | 1 | | Infographic Poster | Poster | 27/4/2021 | Creating Infographic Poster: Team Characteristics, Team Dynamics of Indian Cricket Team wrt World Cup 2019, Reasons for Loosing the World Cup 2019 (the Causes of Conflict in the team) and suggesting Conflict Resolution strategies. | 5,6 | 1,2,3,4,5,6,9,10 |
| | | Stress at workplace: Work Stressors – Prevention and Management of stress – Balancing work and Life, workplace spirituality. | 1 | | Lecture & Discussion | White Board/ Power Point Presentation/ video | 28/4/2021 | Chapter 13 from Organization Behaviour, Ashwathapa Chapter 19 from Organization Behaviour, Stephen Robbins | 1,2,6 | 1,2,3,4,5,6,9,10,12,15 |
| | | Organizational Change; Meaning, definition & Nature of Organizational Change | 1 | | Lecture & Discussion | White Board/ Power Point Presentation/ video | 29/4/2021 | Chapter 22 from Organization Behaviour, Ashwathapa Chapter 19 from Organization Behaviour, Stephen Robbins | 1,2,5,6 | 1,2,3,4,5,6,9,10,12,15 |
| | | Types of Organizational change, Forces that acts as stimulants to change. | 1 | | Discussion and Brainstorming | White Board/ Power Point Presentation | 30/4/2021 | Chapter 22 from Organization Behaviour, Ashwathapa Chapter 19 from Organization Behaviour, Stephen Robbins | 1,2,5,6 | 1,2,3,4,5,6,9,10,12,15 |
| | | Kurt Lewin's- Three step model, How to overcome the Resistance to Change | 1 | | Lecture & Discussion | White Board/ Power Point Presentation | 4/5/2021 | Chapter 22 from Organization Behaviour, Ashwathapa Chapter 19 from Organization Behaviour, Stephen Robbins | 1,2,5,6 | 1,2,3,4,5,6,9,10,12,15 |
| | | Methods of Implementing Organizational Change, Developing a Learning Organization | 1 | | Lecture & Discussion | Power Point Presentation / Charts/ diagram/ green board | 5/5/2021 | Chapter 22 from Organization Behaviour, Ashwathapa Chapter 19 from Organization Behaviour, Stephen Robbins | 1,2,5,6 | 1,2,3,4,5,6,9,10,12,15 |
| | | Total | 45 | | 45 | | | | | |

| Ref. Book | Title | Author | Publication |
|-----------|--------------------------|-------------------------|---------------------------|
| Book.1 | Organizational Behaviour | Stephen Robbins, Singhi | Pearson education |
| Book.2 | Organizational Behaviour | Ashwathapa | Himalaya Publishing House |
| Book.3 | Organizational Behaviour | V.S.P. Rao | Mc Graw-Hill |
| Book.4 | Organizational Behaviour | Fred Luthans | Mc Graw-Hill |

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|--|---------------|--------------------------------------|
| <i>Burbure</i> | <i>Ansari</i> | <i>Anish</i> |
| Prepared by: Dr. Pranita Burbure, Dr. Iram Ansari | | Approved by: Dr. Anishkumar Karia |

ADDITIONAL READING FOR KNOWLEDGE ENRICHMENT

TEXT BOOKS (about two standard texts - e.g. TMGH, PHI, etc.)

- 1 Organization Behaviour by Stephen Robbins
- 2 Organization Behaviour by Nelson and Quick
- 3 Organizational Behaviour by Ashwathapa
- 4 Organizational Behaviour by Fred Luthans

CASES (between 5-8 standard cases)

- 1 "Ken leaves the company", Fred Luthans, Organizational Behaviour, XI Edition, pg 155
- 2 "The schoolboy Rookie", Fred Luthans, XI edition, pg 330



(Signature)
Director
S. B. Patil Institute of Management
Sector No. 26, Nigdi,
Pradhikaran, Pune - 411 044.

3 "Professional sports:rewarding and punishing the same behaviour?", Robbins-Singhi,Organizational Behaviour, XIII edition, pg 73

RESEARCH PAPERS (upto 3 classical research publications relevant to the subject (if applicable))

- 1 " Leadership development in organizations in India: The why and how of it", Journal of Decision makers, Vol 36 (2011),pg 61
- 2 "Development Leadership: India at the crossroads"Journal of Decision makers, Vol 36 (2011) pg 5

MAGAZINES (upto 5 national magazines with relevant sections indicated)

- 1 Human Capital
- 2 HBR

JOURNALS (between 3 - 5 articles/papers from national / International Journals with volume, issue no and pages indicated along with)

- 1 Journal of Organizational Behavior
- 2 Journal of Human Values

Websites (relevant websites with complete URLs)

- 1 en.wikipedia.org/wiki/Organizational_behavior
- 2 www.slideshare.net/rahu19288/what-is-organization-behaviour
- 3 www.b-u.ac.in/sde_book/msc_organ.pdf
- 4 www.newagepublishers.com/samplechapter/001395.pdf
- 5 www.journals.elsevier.com/organizational-behavior-and-human-decision
- 6 onlinelibrary.wiley.com/.../Organizational_Behavior



P.C.E.T's

S. B. Patil Institute of Management

203 – GC – 09 – Human Resource Management

INNOVATIVE PRACTICES IN TEACHING

- Website
- Cases
- Computer Lab based learning (Job Portal)
- Videos to understand HRM concepts



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203- GC-09 HRM



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