
SEMESTER I

4 Papers**Total 100 x 4 = 400 Marks****I. COMPULSORY FOUNDATION COURSE [FCCOM101]:**

(Credits: Theory-05)

Marks: 30 (MSE: 20Th. 1Hr + 5Attd. + 5Assign.) + 70 (ESE: 3Hrs)=100**Pass Marks (MSE:17 + ESE:28)=45*****Instruction to Question Setter:******Mid Semester Examination (MSE):***

There will be **two** groups of questions in written examinations of 20 marks. **Group A is compulsory** and will contain five questions of **very short answer type** consisting of 1 mark each. **Group B will contain descriptive type five** questions of five marks each, out of which any three are to be answered.

End Semester Examination (ESE):

There will be **two** groups of questions. **Group A is compulsory** and will contain two questions. **Question No.1 will be very short answer type** consisting of five questions of 1 mark each. **Question No.2 will be short answer type** of 5 marks. **Group B will contain descriptive type six** questions of fifteen marks each, out of which any four are to be answered.

Note: There may be subdivisions in each question asked in Theory Examinations

The Mid Semester Examination shall have three components. (a) Two Semester Internal Assessment Test (SIA) of 20 Marks each, (b) Class Attendance Score (CAS) of 5 marks and (c) Class Performance Score (CPS) of 5 marks. **“Best of Two”** shall be applicable for computation of marks for SIA.

(Attendance Upto 75%, 1 mark; 75 < Attd. < 80, 2 marks; 80 < Attd. < 85, 3 marks; 85 < Attd. < 90, 4 marks; 90 < Attd, 5 marks).

ORGANIZATIONAL THEORY AND BEHAVIOUR**Theory: 60 Lectures; Tutorial: 15 Hrs*****Objective:***

The objective of the course is to enable students to develop a theoretical understanding about organization structure and its behaviour over time. The course will also make them capable of realizing the competitiveness for firms.

Contents:**Unit I: Conceptual Foundations of Organization theory and Behaviour**

Organizational Theories – Classical, Neo-Classical and Contemporary, Forms and Structure of Organization, Organizational Behaviour (OB)- Concepts, Determinants, Models, Challenges and Opportunities of OB, Disciplines Contributing to the field of OB, Individual Behaviour – Foundations of Individual Behaviour, Values, Attitudes, Personality and Emotions; Perceptual Process and Learning; McGregor’s Theory of X and Y.

Unit II: Group Decision Making and Communication

Concept and Nature of Decision Making Process, Individual and Group Decision Making; Nominal Group Technique; Communication Effectiveness in Organizations; Improving Inter- personal Communication.

Unit III: Motivation

Content Theories – Maslow’s Need Hierarchy, Herzberg’s Two Factor Theory, Contemporary Theories of Motivation Expectancy Model; Behaviour Modification; Motivation and Organizational Effectiveness.

Unit IV: Leadership

Concept and Theories of Leadership – Behavioral Approach, Situational Approach, Leadership Effectiveness, Leadership across Cultures

Unit V: Organizational Culture, Organizational Development and Stress Management

Concept and Determinants of Organizational Culture, Creating Sustaining and Changing Organizational Culture; Organizational Development- Concept, Values; Stress forms and Management

Suggested Readings:

- ☐ Robbins, Stephens P. And Tomothy A. Judge, Organizational Behaviour, Prentice Hall, New Delhi.
- ☐ Robbins S.P. and Mathew M., Organizational Theory: Structure, Design and Application, Prentice Hall of India Pvt. Ltd.
- ☐ Luthans Fred, Organizational Behaviour, McGraw Hill, New York
- ☐ Sekaran Uma, Organizational Behaviour: Text and Cases, Tata McGraw Hill Publishing Co. Ltd.
- ☐ Aswathappa K., Organizational Behaviour, Himalaya Publishing House, New Delhi.
- ☐ Singh K., Organizational Behaviour: Text and Cases, Pearson
- ☐ Pareek U. And Khanna S., Understanding Organizational Behaviour, Oxford University Press.
- ☐ Newstorm, John W., Organizational Behaviour: Human Behaviour at Work Tata McGraw Hill Publishing Co. Ltd.
- ☐ Hersey, Paul Dewey, E. Jhonson and Kenneth H. Blanchard, Management of Organizational Behaviour, Prentice Hall of India, New Delhi
- ☐ Terrance R. Motchell, People in Organization: An Introduction to Organizational Behaviour, McGraw Hill, New York.

Notes: Latest Edition of the readings may be used.
