

Name of Course & Course Code
Organizational Behaviour - JSPH205

SECTION 1 – GENERAL INFORMATION

1.1 Course Faculty

Faculty	Dr Shaji Kurian Prof Jahar Bagchi Dr Shrabani Bhattacharjee
Co – Faculty	--

1.2 Level

Tick applicable Level

Foundation	Core	Level 1	Level 2	Level 3	Practice
	✓				

1.3 Course Weight

Indicate the credit point weighting of this Course

Subject credit points <i>Example: 03 credit points</i>
03 credit points

1.4 Course Workload

Using the table below, indicate the expected student workload for this Course.

Contact Hours	Group Work/ Supervised Learning Hours	Directed Learning Hours	Total Hours
30	15	45	90

1.5 Delivery Mode

Tick all applicable delivery modes for the subject:

- ☒ Face to face on site
☐ E-learning (online)
☐ Blended (provide details)

1.6 Pre-requisites required for the Course, if any

Yes ☐ No ☒

If YES, provide details of the prerequisite(s) below:

1.7 Other Resource Requirements

Do students require access to specialist facilities and/or equipment for this subject (for example, special computer access, and physical education equipment)? For example, Bloomberg.

Yes ☐ No ☒

If YES, provide details of specialist facilities and/or equipment below.

1.8. Linkage to Career Goals

Applicable for all careers

1.9. Alignment with Learning Goals and Learning Objectives

Aligned to:

GLG 6: 6.1 Knowledge of business function

Where Assessed:

End term

1.10. Linkage to Multiple Intelligences

Tick all applicable options

- ☐ Verbal-Linguistic
- ☐ Logical-Mathematical
- ☐ Spatial Visual
- ☐ Bodily-Kinesthetic
- ☐ Musical
- ☒ Interpersonal
- ☒ Intrapersonal
- ☐ Naturalist

1.11. Linkage to IDEAS Framework

Tick all applicable options

- ☐ Innovation
- ☐ Design Thinking
- ☐ Entrepreneurial Attitude
- ☐ Automation

☒ Solutioning

SECTION 2 – ACADEMIC DETAILS

2.1 Learning Outcomes for the Course

Learning outcomes for Course (Use Bloom's Taxonomy as applicable)

Learning outcomes.

On completion of this course, you will be able to:

- Understand how individual and group behaviours affect organizational processes
- Develop awareness of & sensitivity to assumptions and values at the individual level and their linkage with individual behaviour ;understand the dynamics of interpersonal ,intragroup and intergroup behaviour and leverage them to increase personal, interpersonal, intragroup and intergroup effectiveness.
- Evaluate and apply the constructs of motivation and leadership for enhancing performance and effectiveness at the team and organizational levels

2.2 Assessment

(Add Rows as required)

Assessment task		
Type *	When assessed – Session/Week	Weight
Class Participation	Continuous	10%
Quiz and Assignment	Ongoing	10%
Coursera Certification	Ongoing (For two Coursera courses) Course 1 - Building High-Performing Teams Course 2 - Organizational Behavior: How to Manage People	10%
Final Project	Project/Prior to End Term	10%
Mid - term Examination	As decided by the PGP Office	20%
End - term Examination (Pre-requisite: Completion of Coursera Courses mentioned above in outline and uploading of certificates on LMS)	As decided by the PGP Office	40%

2.3 Session Wise Details

Module 1 – Foundations of Individual Behavior:

Objectives :

Develop plans to improve one's personality, prevent perceptual biases in decision-making, change attitudes, and use learning theories.

Session No	Topic	Pre-session Readings	Post-session	Pedagogy	ECS Inclusion
1,2	Introduction to Organizational Behaviour ;Contextual issues ;Behavioural School of Management ;Hawthorne Studies How personal values and ethics shape attitudes toward environmental and social responsibility		Course Overview Building High-Performing Teams Coursera	Lecture	✓
3,4	Learning Social learning Theory, Classical conditioning, Operant conditioning : how it applies in an organisation			Lecture	
5	Attitude: How attitude influences work behaviour, Theory of Cognitive Dissonance		Leadership Organizational Behavior: How to Manage People Coursera	Activity	
6	Personality Theories of Personality	Document on Personality Traits	Setting Team Foundations Building High-Performing Teams Coursera	Simulation	
7	Type Theory, Trait Theory, Personality Traits			Lecture	

8	Elementary self awareness frameworks : Locus of Control ,Johari Window ;Cognitive Affective Conative framework			Lecture /Exercises	
9,10	Basics of Psychometric tools for personality assessment : MMPI, MBTI, Big Five Personality Traits, FIRO B, DISC-Thomas Profiling etc.			Lecture, Exercises	
11	Perception Factors influencing Perception Perceptual distortions Attribution theory How perceptions influence decision making		Diagnosing Team Problems Building High-Performing Teams Coursera	Lecture/ Activity	
12	Elementary Emotional Intelligence Transactional Analysis Understanding Parent, Child and Adult stages and implications for behaviour and interpersonal relations			Lecture	
Module 2: Group Behaviour and Motivation Objectives : Understand the factors that drive and influence behavior in an organisational context by identifying key determinants of motivation and group dynamics					
13-14	Motivation Theories of Motivation – Maslow, Herzberg's Two Factor Theory ERG, McGregor's Theory X & Y,	Document on Motivational Theories	Course Overview & Motivation Organizational Behavior: How to Manage People Coursera	Lecture & case	

15-16	Contemporary theories – Goal Setting Theory, Self Efficacy Theory, Equity Theory and Expectancy Theory	Document on Motivational Theories		Lecture, case Exercise	
17	Motivation Concept to application How motivational principles work in organizations. Motivational challenges of Gen Z		<u>Teamwork</u> Organizational Behavior: How to Manage People Coursera	Lecture	
18	Group Behavior Foundations of Group Behavior Stages of Group Development Group Decision making techniques	Document on Foundations of Group Behavior	Coaching Emotionally Intelligent Teams Building High-Performing Teams Coursera	Lecture	
19	Group Building Issues and Challenges ; Overcoming challenges Experiential learning How group norms can encourage ethical conduct and social responsibility.		Culture Organizational Behavior: How to Manage People Coursera	Simulation/ Group Activity	✓

Module 3: Leadership and Management of Change Objectives: Develop insights into effective leadership concepts and practices, develop leadership skills and understand the dynamics of change					
20-21	Leadership: Approaches to leadership, Trait theories, Contingency theories , Situational Leadership LMX theory, Leader Participation Model	A Handbook of Leadership Styles		Lecture	
22-23	Organizational change: planned change, forces for change, resistance to change, creating a culture for change, approaches to managing organizational change: Kurt Lewin's model, John Kotter's model, Action Research. Role of transformational and responsible leadership in driving ESG-oriented change.		<u>Managing Common Team Types</u> Building High-Performing Teams Coursera	Lecture	✓
24	Revision /Presentations	Presentation			

2.4 Prescribed and Recommended Readings

Prescribed Text

1. Robbins, S P., Judge, T A and Vohra, N (2013). Organizational Behavior. 15th Edition, Prentice Hall of India.

Recommended Texts

1. James, P.S (2017). Organizational Behaviour. Pearson
2. Fred Luthans (2010). Organisational Behavior. McGraw Hill

Recommended Readings

Will be informed prior to sessions

Recommended Cases.

Will be informed prior to sessions

Recommended Journals:

NHRD Network Journal

SHRM HR News

Harvard Business Review