

**STELLA MARIS COLLEGE(AUTONOMOUS),CHENNAI**  
**COURSE PLAN**  
**June-November 2024**

**Department** :M A Human Resource Management  
**Name/s of the Faculty** : Dr.R.Manimalar  
**Course Title** :Organisational Behaviour  
**Course Code** :23HR/PC/OB14  
**Shift** :II

**COURSE OUTCOMES(COs)**

<b>COs</b>	<b>Description</b>	<b>CL</b>
<b>CO1</b>	Explain various organisation models to plan innovative strategies in organisation.	K1
<b>CO2</b>	Summarize the significance of individual and group behaviour in an organization.	K2
<b>CO3</b>	Develop frameworks to effectively resolve conflicts, develop organizational culture and climate in creating a diverse environment.	K3,K4
<b>CO4</b>	Examine the motivation theories in fostering organisation development.	K5
<b>CO5</b>	Implement appropriate leadership theories and styles to combat in dynamic work environment.	K6

<b>Week</b>	<b>Unit No.</b>	<b>Content</b>	<b>Cognitive Level</b>	<b>Teaching Hours</b>	<b>COs</b>	<b>Teaching Learning Methodology</b>	<b>Assessment Methods</b>
Jun 24 – 26, 2024 (Day Order 4 - 6)	1	Fundamental Concepts: Nature of People, Nature of Organisation, Organisation Behaviour.	K1,K2	2	1,2	Lecture, Presentation, Group Discussion	CA and Exam
Jun 27 – July 4, 2024 (Day Order 1 - 6)	1	Models of Organisational Behaviour:Autocratic, Custodial, Supportive, Collegial.  Nature, Importance and Scope of Behaviour of Workforce in an Organisation.	K3-K6  K1-K4	3  3	3-5  1-3	Lecture, Case Study,Role Play  Lecture, Presentation, Discussion	CA and Exam  CA and Exam
July 5 – 12, 2024 (Day Order 1 - 6)	1	Basic Concepts and New Challenges in Managing WorkForce.  Challenges and Opportunities to OB: Responding to Globalisation, Managing Workforce Diversity.	K1-K6  K1-K3	3  2	1-5  1-3	Lecture, Learning by doing ,Discussion  Lecture, Group Discussion, Case Study	CA and Exam  CA and Exam

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
July 15 – 23, 2024 (Day Order 1 - 6)	2	Individual Behaviour: Environmental Factors Affecting Individual Behaviour.	K1-K3	2	1-3	Lecture, Presentation, Role Play	CA and Exam
		Personality: Definition, Personality Traits	K1-K4	1	1-3	Lecture, Presentation, Discussion	CA and Exam
		Types Of Personality	K4	2	1	Lecture, Case Analysis	
July 24 – 31, 2024 (Day Order 1 - 6)	2	Perception: Meaning and Definition, Factors Influencing Perception	K1-K4	3	1-3	Lecture, Debate, Discussion	CA and Exam
		Group Behaviour, Nature of Work Groups, Group Cohesiveness, Group Performance and Group Norms.	K1-K4	1	1-3	Lecture, Discussion	CA and Exam
Aug 1 – 5, 2024 (Day Order 1 - 3)	2	Stages of Group Development.	K1-K4	1	1-3	Lecture, Discussion	CA and Exam
Aug 6 – 10, 2024	<b>C.A.Test-I</b>						

Aug 12 – 14, 2024 (Day Order 4-6)	3	Formal Groups	K3-K6	1	3-5	Lecture, Presentation	CA and Exam
Aug 16 – 23, 2024 (Day Order 1-6)	3	Informal Groups in Organisation	K3-K6	2	3-5	Lecture, Presentation, Discussion, Role Play	CA and Exam
		Foundations of Organizational Structure: Work Specialization, Departmentalization, Chain of Command, Span of Control, Centralization and Decentralization	K1-K4	2	1-3	Lecture, Video Presentation	CA and Exam
Aug 27 – Sep 3, 2024 (Day Order 1-6)	3	Organizational Culture and Climate: Importance of understanding Organisational Culture and Climate, Creating and Sustaining Culture, Factors affecting Organisational Culture and Climate.	K1-K6	4	1-5	Lecture ,Presentation, Discussion, Case Study	CA and Exam
		Organizational Change: Stability Vs Change, Proactive Vs Reactive Change, Forces Vs Resistance, Managing Change.	K1-K2	2	1-2	Lecture, Video Presentation, Learning by doing	CA and Exam

Sep 4 – 11, 2024 (Day Order 1-6)	3	Stress: Nature of Stress, Causes and Consequences of Stress, Managing Stress in Workplace Group Dynamics.	K1-K6	4	1-5	Lecture ,Group Discussion, Case Study	CA and Exam
		Moods, Emotions and Emotional Intelligence	K1-K5	2	1-4	Lecture, Role Play	CA and Exam
Sep 12 - 20, 2024 (Day Order 1-6)	4	Importance and Components.	K1-K5	1	1-4	Lecture, Presentation	CA and Exam
		Attitudes and Values: Attitude-Behaviour Relationship, Sources of Attitude, Work related Attitudes.	K1-K5	2	1-4	Lecture, Presentation, Case Analysis	CA and Exam
		Motivation: Early Theories (Maslow’s NeedHierarchy, Herzberg’s Two Factory Theory and ERG Theory)	K1-K6	2	1-5	Lecture , Storytelling, Case Study	CA and Exam
Sep 23 - 26, 2024 (Day Order 1-4)	4	Contemporary theories of Motivation (McClelland, Reinforcement Theory and Vroom’s Expectancy Theory).	K1-K6	2	1-5	Lecture , Storytelling, Case Study	CA and Exam
		Techniques of motivation, Reinforcement and Punishment, Motivation and Organization reward system, Awards, Employee Empowerment and Engagement.	K1-K4	3	1-3	Lecture, Presentation, Discussion	CA and Exam
Sep 27 – Oct 3, 2024		<b>C.A.Test-II</b>					

Oct 4 – 5, 2024 (Day 5 & 6)	5	Leadership: Importance and Skills of Leadership	K1-K2	2	1-2	Lecture, Roleplay	CA and Exam
Oct 7 - 15, 2024 (Day Order 1 to 6)	5	Power and Politics: Sources of Power, Political Behaviour in Organisations, Managing Politics Leadership Styles: Autocratic, Democratic, Laissez-faire, Transformational, transactional	K1-K4	2	1-3	Lecture, Presentation, Group Discussion	CA and Exam
				K1-K6	3	1-5	Presentation, Discussion, Case Study
Oct 16 - 22, 2024 (Day Order 1 to 6)	5	Leadership Theories: Behavioural and Contingency theories	K1-K6	3	1-5	Lecture , Discussion, Case Study	CA and Exam
Oct 23 - 24, 2024 (Day Order 1 to 2)	5	Conflict and Negotiation: Sources and Types of Conflict, Negotiation Strategies and Negotiation Process	K1-K6	3	1-5	Lecture ,Presentation, Discussion, Case Study	CA and Exam
<b>REVISION</b>							

Component Number	Topic	Assessment Method	Marks
1	Models of OB	Quiz	10
2	Organisation Behaviour	Video Making- Students will make video reflecting situations in the organisation	20
3	Individual and Group Behaviour	Case Study Building.	20