

C P PATEL AND F H SHAH COMMERCE (AUTONOMOUS) COLLEGE, ANAND

(Managed by SARDAR PATEL EDUCATION TRUST, ANAND)

AFFILIATED TO SARDAR PATEL UNIVERSITY, V V NAGAR

An ISO 9001 2015 Certified / An ISO 14001-2015 Certified / An ISO 21001-2018 Certified
GUJARAT INSTITUTIONAL RATING FRAMEWORK (4 STAR)

AAA Reaccredited CGPA 3.56 – GRADE **A⁺** KCG-Dept of Edu. Got of Gujarat-April 2017

NAAC Reaccredited - CGPA 3.30 - GRADE **'A⁺'** UGC – MHRD, Govt of India – June 2022

Syllabus as per NEP 2020 with effect from the Academic Year 2023-2024

Master of Commerce (MCOM)

Semester - I

Course Code	PG01ECOM03	Title of the Course	Organizational Behaviour
Total Credits of the Course	04	Hours per Week	04

Course Objectives	1. To make students aware about organizational policies, practices, strategies in corporate world.
	2. The course aims to develop an understanding on basic elements that shape human behaviour in an organization
	3. To provide an in-depth look at how individual factors plays a role in group dynamics and power and politics
	4. It aims in imparting the application and managing Executive Stress

Course Content

Unit	Description	Weightage (%)
1.	Organisational Behaviour Concept of Organisation and Behaviour Nature of Organisational Behaviour Disciplines contributing to Organisational Behaviour Role of Organisational Behaviour Challenges in Organisational Behaviour	25 %
2.	Organisational Motivation Concept and importance of Motivation Motivational Cycle Group Motivation Types of Motivation Critical analysis of Motivational Theories given by : Maslow, McGregor, Herzberg, William Ouchi (Theory Z)	25 %
3.	Power and Politics Concepts and importance of Authority & Power Bases (Types) of Power Tactics to gain power Reasons for Organizational Politics Management of Organisational Politics	25%

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4.	Executive Stress Concepts of Stress and Executive Stress Causes of Stress Effects of Stress Individual strategies for managing stress Organisational strategies for managing stress	25 %
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Teaching-Learning Methodology	The syllabus defines and classifies the different aspects of organizational behaviour and helps students to learn the actual reality.
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written Examination	20%
2.	Internal Continuous Assessment in the form of Practical , Viva-Voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	External Examination	70%

Course Outcomes	
1.	The learning of this unit will help the students to get awareness about the concept of organization and the prevalent behaviors of the employees working in actual corporate world. The dynamic disciplines and nature of organization will help to know how the present working conditions. Students will also be enhancing knowledge about the challenges and role of OB in today's world which will clear their vision for the future steps.
2.	As motivation is the boosting factor one needs at frequent couple of times in the organization. Here the students will understand the concept and importance of motivation thoroughly. Students will be more aware about the types of motivation they can take into consideration during the job work. Further the famous theories imparted by renowned authors are explained well and its criticism makes broad view over the problems faced by the managers during motivation.
3.	Politics and power is present in every business or job and its detailed review and awareness to

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	the students is being mentioned here in this unit. The concept of power and politics and its detailed types teaches students the present environment of the working condition and how to tackle it actually. Further how to gain the power and how to use it in an effective way is mentioned here so that the students get alert from it during their job work. There are some of the reasons mentioned in this unit of organizational politics.
4.	In this unit the student learns about the executive stress and the causes of it. What is the stress level of an executive and the effects of it, in his/her personal and professional life, an attempt has been made to describe the whole. An individual and team strategy to manage the stress level of organization is very much prevalent and necessary in today's digital and corporate world so students will get the essence of it.

Suggested References

Sr. No.	References
1	Organisational Behaviour by L M. Prasad
2	Management by T. Ramasamy
3	Management: Concepts and Practices By Dr. Manmohan Prasad
4	Personnel and HRM By P. Subba Rao HRM By K. Ashwathappa

On-line resources to be used if available as reference material

https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/331

https://ugcmoocs.inflibnet.ac.in/moocs_courses.php

https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/229
