

C P PATEL AND F H SHAH COMMERCE COLLEGE, ANAND (AUTONOMOUS)**(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. Govt. of Gujarat-April 2017NAAC Reaccredited - CGPA 3.30 - GRADE **'A⁺'** UGC – MHRD, Govt. of India – June 2022

Syllabus as per NEP 2020 with effect from the Academic Year 2025-2026

Bachelor of Business Administration (BBA General)**SEMESTER - V**

Course Code	UM5MABBA05	Title of the Course	ADVANCED HUMAN RESOURCE MANAGEMENT-I
Total Credits of the Course	04	Hours per Week	04

Course Objectives	1. To provide a comprehensive understanding of the concept, nature, and importance of Organisational Behaviour and its historical development.
	2. To introduce students to the factors influencing individual behaviour at work, including personality development, learning theories, and behavioural models.
	3. To develop students' understanding of group dynamics, including group formation, stages of development, group norms, cohesiveness, and decision-making processes.
	4. To explain the concept of organisational change, including its nature, levels, influencing factors, resistance to change, and strategies for managing change effectively.

Course Content		
Unit	Description	Weightage (%)
1.	A Concept of Organisational Behaviour Nature of OB, Meaning, Definition, Importance of OB, historical development, contributing disciplines, factors affecting Human behaviour at work, S-O-B-C model of human behaviour.	25%
2.	Understanding of individual Behaviour Concept of personality, determinants of personality, Freudian and Neo-Freudian stages of personality development, Concept of learning, factors affecting learning, classical and operant conditioning theory, reinforcement principle.	25%
3.	Collective Organisational Behaviour Nature of Groups, Concept, stages of group development, types of groups, Determination of group behaviour, group norms, cohesiveness, decision-making techniques to improve group decision-making.	25%

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4.	Organizational Change Concept, nature of change, levels of change, importance of change, influencing factors, planned change, change process, Resistance to change, overcoming resistance to change.	25%
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Teaching-Learning Methodology	<ul style="list-style-type: none">• Lecture Method• Online Lectures• Group Discussion• Case Study Practices• Project Work• Practical Activities• Guest Lectures
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written	30%
2.	Internal Continuous Assessment in the form of Quizzes, Seminars, Assignments, and Attendance	20%
3.	External Examination	50%

Course Outcomes : Having Completed this course, the students will be able to	
1.	Students will be able to demonstrate a conceptual understanding of Organisational Behaviour, its importance, historical background, and the disciplines contributing to its development.
2.	Students will be able to analyse individual behaviour in organisations with reference to personality theories, learning processes, and behavioural reinforcement.
3.	Students will be able to evaluate group dynamics, including group formation, development stages, cohesiveness, norms, and group decision-making techniques.
4.	Students will be able to interpret the factors influencing human behaviour at work using models such as the S-O-B-C model.

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5.	Students will be able to assess the need for and impact of organisational change, including strategies to manage and overcome resistance to change.
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Suggested References	
Sr. No.	References
1	Luthans, F., Luthans, B. C., & Luthans, K. W. (2021). <i>Organisational behaviour: An evidence-based approach</i> (14th ed.). Information Age Publishing.
2	Aswathappa, K. (2024). <i>Organisational behaviour</i> (14th ed.). Himalaya Publishing House.
3	Prasad, L. M. (2019). <i>Organisational behaviour</i> . Sultan Chand & Sons.
4	Davis, K., & Newstrom, J. W. (1993). <i>Organisational behaviour: Human behaviour at work</i> (9th ed.). McGraw-Hill.
5	Khanka, S. S. (2002). <i>Organisational behaviour</i> . S. Chand Publishing.
6	Gupta, C. B. (2014). <i>A textbook of organisational behaviour</i> . S. Chand Publishing.

Online resources to be used if available as reference material:

Organizational Behaviour

https://onlinecourses.nptel.ac.in/noc20_mg51/preview

Organisation Behaviour

https://onlinecourses.swayam2.ac.in/cec22_ge25/preview

Organisational Design Change and Transformation

https://onlinecourses.nptel.ac.in/noc23_mg57/preview
