

Master of Business Administration
MBA Semester I
Core Course

101: Management Practices and Organizational Behaviour

Marks: 100

Duration: 60 Hrs.

CREDITS: 4

Objective: The purpose of this course is to help the students to understand management functions, to familiarize themselves with the practice of management, to develop an understanding of behavioural process of the organizations as a whole, and to cultivate an insight into the individual behaviour at work place.

Course Outcomes: The successful completion of this course shall enable the student to:

CO1: Understand the different thoughts given by national and international management thinkers.

CO2: Apply the concepts of planning and decision making

CO3: Cultivate an insight into the individual & group behavior

CO4: Comprehend leadership styles and group dynamics

Contents:

UNIT	Content	Hours
I	Meaning, Nature and Scope of Management; Emergence of Management Thought – Classical, Neo-Classical and Modern Theories; Roles, Skills and Responsibilities of Managers; Universality of Management Principles; Functions of Management; Comparative Management – Japanese, American and Indian.	11
II	Planning and Decision Making – Process, Premises, Types of Plans; Decision – Making – Process, Types of Decisions, Creativity in Decision Making, Techniques; Control – Process and Techniques.	10
III	Organizations – Meaning, Principles, Types of Organizations; Organizational Behaviour – Meaning and Scope; Models of OB; Contributing Disciplines to OB: Emerging Challenges for OB: Organizations as Social Systems.	11
IV	Foundations of Individual Behaviour; Individual Differences; Basic understanding of Attitudes, perception, Personality, and Learning; Work Motivation – Theories and Applications; communication – Process, Forms, Barriers and Effectiveness.	10
V	.Group Dynamics – Overview of Groups, Types, Stages, Group Decision – making; Interpersonal Relationship; Inter – group Dynamics – Interactions, Influencing Factors; Leadership Concept, Theories, and Effectiveness.	10
	Small group learning exercise involving discussion, case studies role-play, presentations by students	8
	TOTAL	60

Readings (Unit Wise)

Unit-I

1. Stephen P. Robbins, Mary A. Coulter David A. De Cenzo, Coastal Carolina (2020) Fundamentals of Management, 11th Edition, Pearson Publication.
2. PravinDurai (2019), Principles of Management First Edition, Pearson Publication
3. J.K.Mitra (2018) Principles of Management, Oxford HED Publication.

Unit-II

1. Stephen P. Robbins, Mary A. Coulter David A. De Cenzo, Coastal Carolina (2020) Fundamentals of Management, 11th Edition, Pearson Publication.
2. PravinDurai (2019), Principles of Management First Edition, Pearson Publication
3. J.K.Mitra (2018) Principles of Management, Oxford HED Publication.

Unit-III

1. Robbins,StephenP.,Judge, T.,Vohra, N.,OrganizationalBehaviour; Pearson Publication.
2. L.M. Prasad (2014) OrganisationalBehaviour, Sultan Chand and Sons

Unit-IV

1. Robbins,StephenP.,Judge, T.,Vohra, N.,OrganizationalBehaviour; Pearson Publication.
2. L.M. Prasad (2014) OrganisationalBehaviour, Sultan Chand and Sons

Unit-V

1. L.M. Prasad (2014) OrganisationalBehaviour, Sultan Chand and Sons

Additional Readings

1. Koontz, H. and Welrich, H; Essentials of Management, McGraw Hill
2. Luthans, F. Organizational Behaviour, McGraw Hill.
3. Robbins, Stephen P, Management, Englewood Cliffs, Prentice Hall Inc.
4. Gregory Moorhead and Ricky W Griffin; Organizational Behaviour – Managing People and Organizations, Jaico Pub. Ouse, Bombay
5. Stoner, J. et. Al. Management, New Delhi, Prentice Hall of India.

Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive classroom discussions
- Flipped classroom

Teaching Plan:

At the beginning of each semester faculty teaching the course will provide (i) Teaching Plan, (ii) updated reading list, and (iii) the list of case studies for uploading on Department website.

Facilitating the achievement of Course Learning Outcomes

Unit No.	Course Learning Outcomes	Teaching and Learning Activity	Assessment Tasks
I	Ability to understand the meaning ,scope of management and emergence of management thought	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/test
II	Ability to understand the functions of management and their importance.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/test
III	Ability to explorethe concepts and models of organisation behaviour and which are contributing disciplines to organisation behaviour	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/test
IV	Ability to learn about the foundations to individual behaviour and how behaviours are shaped	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/test
V	Ability to understand the group dynamics and group decision making,	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test