



**B. J. VANIJYA MAHAVIDYALAYA**  
(Autonomous)  
(Grant-in-Aid)  
(Affiliated to Sardar Patel University)  
Vallabh Vidyanagar- 388 120, Dist. Anand, Gujarat, India  
Accredited with CGPA of 2.78 on four point scale at B++ Grade by NAAC  
Syllabus with effect from June - 2024

**Master of Commerce (M.Com.)**  
**Semester - I**

Course Code PB01ECOM53	Title of the Course <b>Organisational Behavior</b>	Total Credit <b>04</b>
<b>Course Objectives:</b>	<ol style="list-style-type: none"><li>1) To give exposure to students about the fundamentals of Organisational Behaviour (OB) and give a conceptual understanding of it.</li><li>2) To make students understand about motivation and motivational theories.</li><li>3) To make students aware about power and politics in an organization.</li><li>4) To make students understand about various aspects of organizational stress.</li></ol>	

Course Description		
Unit	Description	Weightage
1.	<b>Introduction to Organisation Behaviour</b> <ul style="list-style-type: none"><li>• Concept of Organisation Behaviour</li><li>• Features of Organisation Behaviour</li><li>• Elements of Organisation Behaviour</li><li>• Need of Organisation Behaviour</li><li>• Disciplines contributing to Organisation Behaviour</li><li>• Approaches of Organisation Behaviour</li><li>• Limitations of Organisation Behaviour</li><li>• Global Scenario of Organisation Behaviour</li></ul>	25%
2.	<b>Motivation</b> <ul style="list-style-type: none"><li>• Concept of Motivation</li><li>• Importance of Motivation</li><li>• Theories of Motivation</li><li>• Maslow's Need Hierarchy Theory</li><li>• McGregor's Theory X and Theory Y</li><li>• Herzberg's Two Factor Theory</li><li>• Techniques of Motivation -Financial Incentives &amp; Non-Financial Incentives</li></ul>	25%
3.	<b>Power and Politics</b> <ul style="list-style-type: none"><li>• Concept of Power</li><li>• Sources of Power</li><li>• Characteristics of Power</li><li>• Effective use of Power</li></ul>	25%



	<ul style="list-style-type: none"> <li>• Tactics to Gain Power</li> <li>• Meaning and Definition of Organisational Politics</li> <li>• Reasons for Organizational Politics</li> <li>• Determinants of Organisational Politics</li> <li>• Consequences of Organisational Politics</li> </ul>	
4.	<b>Organisational Stress</b> <ul style="list-style-type: none"> <li>• Concept of Stress</li> <li>• Nature of Stress</li> <li>• Types of Stress</li> <li>• Potential Sources of Stress</li> <li>• Consequences of Stress</li> <li>• Management of Stress</li> </ul>	25%

<b>Teaching-Learning Methodology</b>	Lecture, Group Discussion, Doubt Solving, PowerPoint Presentation, Case Study, Real Life Company Examples, & Seminar
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<b>Evaluation Pattern</b>		
<b>Sr. No.</b>	<b>Details of the Evaluation</b>	<b>Weightage</b>
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%

Students will have to score minimum 40 % to pass the course.

<b>Course Outcomes: Having completed this course, the students will be able to:</b>	
1.	Get awareness about the various aspects of Organisation
2.	Understand thoroughly the concept, importance, types and techniques of motivation and motivation theories.
3.	Get clarity about politics and power in an Organisation
4.	Learn about stress and its causes, consequences and remedial strategies to manage stress.

<b>Suggested References:</b>	
<b>Sr. No.</b>	<b>References</b>
1.	Robbins, S. P., & Judge, T.A. Organizational Behaviour. New Delhi: Prentice- Hall of India.
2.	Luthans, Fred. Organisational Behaviour. Tata Mc Graw Hill.
3.	Davis, Keith. Human Behaviour at Works. Tata Mc Graw Hill, New Delhi.
4.	Singh, K. Organizational behaviour: Text and cases. New Delhi: Pearson Education.
5.	Newstrom, John W. Organisational Behaviour. Tata Mc Graw Hill
6.	<b>Websites:</b> <ul style="list-style-type: none"> <li>• <a href="https://ccsuniversity.ac.in/bridge-library/pdf/Main-Principles%20of%20Management%20and%20Organisational%20Behaviour.pdf">https://ccsuniversity.ac.in/bridge-library/pdf/Main-Principles%20of%20Management%20and%20Organisational%20Behaviour.pdf</a></li> <li>• <a href="https://mis.alagappauniversity.ac.in/siteAdmin/dde-admin/uploads/3/UG_B.B.A_English_10431-ORGANIZATIONAL%20BEHAVIOUR.pdf">https://mis.alagappauniversity.ac.in/siteAdmin/dde-admin/uploads/3/UG_B.B.A_English_10431-ORGANIZATIONAL%20BEHAVIOUR.pdf</a></li> </ul>

	<ul style="list-style-type: none"><li>• <a href="file:///I:/UG_B.B.A_English_10431-ORGANIZATIONAL%20BEHAVIOUR.pdf">file:///I:/UG_B.B.A_English_10431-ORGANIZATIONAL%20BEHAVIOUR.pdf</a></li></ul>
7.	<b>MOOCs:</b> <ul style="list-style-type: none"><li>• <a href="https://www.mooc-list.com/tags/organizational-behavior">https://www.mooc-list.com/tags/organizational-behavior</a></li><li>• <a href="https://www.openlearning.com/courses/organisational-behaviour-an-overview">https://www.openlearning.com/courses/organisational-behaviour-an-overview</a></li><li>• <a href="https://www.coursera.org/learn/managing-people-iese">https://www.coursera.org/learn/managing-people-iese</a></li></ul>