



**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>	

<b>Course Description</b>		
Unit	Description	Weightage
<b>1.</b>	<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>	<b>25%</b>
<b>2.</b>	<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>	<b>25%</b>
<b>3.</b>	<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>	<b>25%</b>



	<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>	
<b>4.</b>	<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>	<b>25%</b>

<b>Teaching-Learning Methodology</b>	Lecture, Group Discussion, Doubt Solving, PowerPoint Presentation, Case Study, Real Life Company Examples, & Seminar
--------------------------------------	--

<b>Evaluation Pattern</b>		
<b>Sr. No.</b>	<b>Details of the Evaluation</b>	<b>Weightage</b>
<b>1.</b>	Internal/Written Examination	<b>20%</b>
<b>2.</b>	Internal Continuous Assessment in the form of Practical, Viva-Voce, Quizzes, Seminars, Assignments & Attendance	<b>10%</b>
<b>3.</b>	External Examination	<b>70%</b>

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>	
<b>1.</b>	Get awareness about the various aspects of Organisation
<b>2.</b>	Understand thoroughly the concept, importance, types and techniques of motivation and motivation theories.
<b>3.</b>	Get clarity about politics and power in an Organisation
<b>4.</b>	Learn about stress and its causes, consequences and remedial strategies to manage stress.

<b>Suggested References:</b>	
<b>Sr. No.</b>	<b>References</b>
<b>1.</b>	Robbins, S. P., & Judge, T.A. Organizational Behaviour. New Delhi: Prentice- Hall of India.
<b>2.</b>	Luthans, Fred. Organisational Behaviour. Tata Mc Graw Hill.
<b>3.</b>	Davis, Keith. Human Behaviour at Works. Tata Mc Graw Hill, New Delhi.
<b>4.</b>	Singh, K. Organizational behaviour: Text and cases. New Delhi: Pearson Education.
<b>5.</b>	Newstrom, John W. Organisational Behaviour. Tata Mc Graw Hill
<b>6.</b>	<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>