



Symbiosis College of Arts and Commerce
(An Autonomous College Affiliated to University of Pune)

Subject code	17C93205	Semester	I	II	III	IV	V	VI	M.Com. Semester	I	II	III √	IV
Title of Subject (For M. Com Part I & II as appeared in the prospectus)		Organizational Behaviour											
Objectives		1.To introduce to the students the concepts, processes and theories of organizational behaviour.											
Unit	Contents of the syllabus											Number of Lectures	
1	<u>Title of the topic : Introduction to Organizational Behaviour</u> 1.1 Definition and Goals of Organizational Behaviour 1.2 Theoretical and Conceptual Frameworks for the Study of Organizational Behaviour 1.3 Role of Information Technology in Organization and Impact of Globalization on OB. 1.4 Models of Organizational Behaviour – Autocratic, Custodial, Supportive, Collegial and SOBC											12	
2	<u>Title of the topic : Organizational Designs and Culture</u> 2.1 Horizontal Network and Virtual Designs 2.2 Definition and Characteristics of Organizational Culture 2.3 Creating and Maintaining a Culture											08	
3	<u>Title of the topic : Perception, Personality and Attitudes</u> 3.1 Process of Impression Management. 3.2 Meaning of Personality, Attributes of Personality. 3.3 Dimensions of Attitude, Attitude Change. 3.4 Job satisfaction, Outcomes of Job Satisfaction.											12	
4	<u>Title of the topic : Motivational Processes and Emotional Intelligence</u> 4.1 Types of Motives – Primary, General, Secondary 4.2 Theories of Work Motivation – Maslow, Herzberg, Vroom. 4.3 Meaning of Emotional Intelligence. 4.4 Emotional Intelligence in the Workplace.											10	
5	<u>Title of the topic: Stress and Conflict</u> 5.1 Causes of Stress : Extra Organizational, Group and Individual. 5.2 Types of Conflict: Intra – individual, Interactive. 5.3 The Effects of Stress and Conflict. 5.4 Managing Stress and Conflict.											08	
6	<u>Title of the topic :Groups and Teams</u> 6.1 Types of Groups. 6.2 Groups Cohesiveness. 6.3 Dysfunctions of Group. 6.4 Types of Teams and Team Building.											10	
7	<u>Title of the topic: Management of Organisational Change</u> 7.1 Introduction 7.2 Forces for Change 7.2.1 Internal Forces											10	



	<p>7.2.2 External Forces (Technology, Social and Political Change), Individual Resistance (Economic Reasons, Fear of unknown, social Displacement, Peer Pressure)</p> <p>7.3 Organisational Resistance To Change</p> <p>7.3.1 The Structural Resistance</p> <p>7.3.2 The Resource Constraints</p> <p>7.4 Planning to Overcome Change</p>	
	<p>Total Number of Lectures</p>	<p>60</p>
<p>Suggested Reference Books Books recommended</p> <ol style="list-style-type: none"> 1. Organizational Behaviour - Fried Luthans 2. Human Behaviour at Work – J.W. Newstorm 3. Organization Behaviour : Text and Cases - Games K., Aswathappa 4. Organizational Behaviour - Stephen Robbins 5. Organizational Behaviour - Dr. Mrs. Oka & Mrs. Kulkarni 		

