



NATIONAL INSTITUTE OF TECHNOLOGY RAIPUR
(An Institute of National Importance)
DEPARTMENT OF HUMANITIES & SOCIAL SCIENCES

1.	Department proposing the course	Humanities and Social Sciences
2.	Course Title	A Course on Organizational Behavior
3.	L-T-P Structure	3-0-0
4.	Credits / # of period	3
5.	Course number(Code)	
6.	Status (Core/Elective)	Elective
7.	Pre-requisites(course no./title)	Nil Maximum Number of students = 40
8.	Frequency of offer	6 th Semester
9.	Course Objectives (CO):	1. The course intends to develop and sensitize engineers with the importance of individual behavior, the organization and the interface between the two. 2. It would enable the learner to comprehend organizational setting through work related characteristics as an individual and in group.
10.	Course Syllabus:	
	Unit-1 Introduction and Scope	
	1.1 Basic Concepts – Definition, Characteristics, Objectives, Historical perspectives.	
	1.2 Contemporary Issues in Organizational Behavior;	
	1.3 Inter-disciplinary aspect of Organizational Behavior.	
	1.4 Technological development and its impact on OB.	
	Unit-2 Individual Behavior	
	2.1 Personality- Determinants, Types, Big Five Model, MBTI, Johari Window, Personality and Work- Concept of Self- Esteem and Self Efficiency.	
	2.2 Attitude-Formation, Types, Functions, Attitudinal Change; Value- Meaning, Types, Values across Cultures.	
	2.3 Perception- Dimensions, Perceptual Process and its Management.	
	2.4 Motivation- Meaning, Importance, Theories, Employee Involvement Programs and Motivational theories.	
	Unit-3 Group Behavior	
	3.1 Leadership- Definition, Dynamics of Managerial Leadership, Leadership Theories and its transition.	
	3.2 Team Building and Group Dynamics- Working Teams, Effectiveness, Group Decision Making.	
	3.3 Organization Culture and Change - Understanding Culture and Change, importance, levels of organization culture, Change Management, Resistance to change.	
	Unit-4 Implications of Behavior	
	4.1 Power - Dynamics, Source, Tactics.	
	4.2 Politics – Essence, Types.	
	4.3 Conflict- Types and their Resolution, Transactional Analysis.	
	4.4 Stress and Work-Life Balance- Definition, Dimensions, Sources, Consequences and Management.	

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11.	<p>Text Books: -</p> <ol style="list-style-type: none"> 1. Luthans, F. <i>Organizational Behavior: An evidence-based approach.</i> 2017 12th ed. New-York: McGraw-Hill International 2. Robbins, S.P, and Judge,T.A.<i>Organizational Behavior</i>, 18th ed. Pearson 2019 3. Sinha J.B.P. <i>Culture and Organizational Behavior.</i> 2008 Sage Publications New Delhi, India.
12.	<p>Reference Books:-</p> <ol style="list-style-type: none"> 1. Babbitt H.R. et al, <i>Organizational Behavior</i>, Prentice Hall, 1978 2. Nelson, D.L. & Cooper, C.L. <i>Positive Organizational Behavior.</i> 2007 Sage Publications New Delhi. 3. Pareek, U. & Khanna S. <i>Understanding Organizational Behavior.</i> 2016 Fourth Edition. Oxford University Press

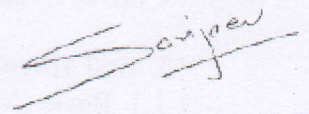
Course Instructor: **Dr. Chetna Sharma Rajput**

Departmental Academic Committee

External Expert

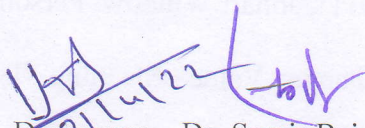


Dr. Kamalanabhan T J

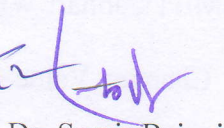


Dr. Sanjeev Prashar

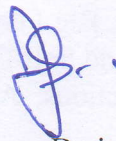
Internal Members



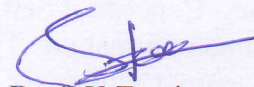
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