

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
BACHELOR IN BUSINESS ADMINISTRATION (BBA), SYLLABUS 2072 (2016)

Course Title		Organizational Behavior
Course Code Number		MGT 341
Year/Semester		II/IV
Credit Hours		03
Course Objectives:		
Main Objective		This course will impart knowledge on contemporary organizational issues including individual and group dynamics, motivation, leadership, organizational structure, morale, power, labor-management behavior, organizational change and development. In this course, students will gain an understanding and appreciation of the systems approach as applied to human and organizational behavior. Students will gain an awareness and knowledge of contemporary issues and approaches to organizational change and development facing organizations.
Enabling Objectives		After completion of all the learning units of the course, participants will be able to: <ul style="list-style-type: none"> • Provide an Understanding of Basic Concepts, Theories and Techniques in the Field of Human Behavior at the Individual, Group and Organizational Levels in the Changing Global Scenario • Develop skills in the analysis and understanding of organizational behavior • Develop skills in organizational assessment and problem solving that lend themselves to consulting to public & nonprofit organizations
Learning Unit (LU)	Learning Hours (LH)	Contents
LU 1	LH 6	Study of Organizational Behavior Definition of OB, Goals of OB, Approaches to the studies of OB, Nature, Scope and Importance of OB, Disciplines Contributing to OB, Impact of Internet, E-mail and Social Networking on OB, Relevance of OB in Business.
LU 2	LH 5	Personality The Concept of Personality, Determinants of personality, Major Determination of personalities, Major Traits Influencing OB with reference to Personalities
LU 3	LH 6	Perception, Factors Affecting perceptual Selectivity Perception, Factors Influenced Perception, Individual Decision Making, Steps in Rational Decision- Making, Link between Perception and Individual Decision Making, Perceptual Selectivity, Factors Affecting perceptual Selectivity.
LU 4	LH 5	Learning and Behavior Modification Learning Process, Theories of learning- Classical, Operant

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
BACHELOR IN BUSINESS ADMINISTRATION (BBA), SYLLABUS 2072 (2016)

		Conditioning and Programmed Learning, Behavior modifications. Attitude, Values, Norms, Beliefs.
LU 5	LH 8	Motivation and Leadership Motivation, Motivation Process, Importance of Motivation, Motivation Theories -Theory X and Theory Y, Motivation Hygiene Theory, Equity Theory, Expectancy Theory, Relationship Between Motivation and Performance. Leadership: Definition, Managerial Effectiveness and Leadership, Qualities to be a Good Leader. Leadership Theories: Trait Approaches Theory, Behavioral Theories and Contingency Theories.
LU 6	LH 6	Groups in Organization Concept of Group, Types and Functions of Groups, Formal and Informal Groups, Stages of Group Development, Group Dynamics, Group Cohesiveness.
LU 7	LH 6	Conflict Management Concept of Conflict Causes of Conflict, Managing Conflict, Stress Management, Consequences and Managing Stress, Grievances Management.
LU 8	LH 6	Organization Change and Organization Development Change Management, Forces For Change, Resistance to Change, Sources for Resistance to Change, Techniques for Managing Change, Organizational Development Process and Intervention, Organizational Development Techniques.
References		1. Robins, S.P. and Sanghi, S.(2009) Organizational Behavior, 13th Edition, Person education, 2. Singh ,Kavita , (2010), Organizational Behavior . Text and Cases , 1st Edition , Pearson Education .

Net Contact Hour is 48 excluding the exams and tests.

Evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination