

ORGANIZATIONAL BEHAVIOUR -1
1ST YEAR /TRIMESTER 1
AMRITA UNIVERSITY MBA PROGRAMME
KOCHI CAMPUS

INSTRUCTOR AND CONTACT INFORMATION

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COURSE OBJECTIVE

The basic objective of this course is to help students in developing a better understanding of various behavioral processes and thereby enabling them to function more effectively in their present or future roles as managers and persons. Specific learning objectives for this course are:

1. To provide basic knowledge of the key concepts and theories relating to organizational behavior.
2. To develop an understanding about one's and others behavior in organizational settings.
3. To help students to think critically about their own and others behaviors in organizational settings, and thus to act more consciously.
4. To apply relevant theoretical perspectives and concepts in developing an understanding of various internal (organizational) and external (environmental and cultural) factors that influence human behavior in organizations.
5. To develop an interest in, an appreciation of, and a positive attitude toward the field of management, especially organizational behavior.

LEARNING OUTCOMES

The course on Organizational Behavior-I is planned and designed to help the students to develop a better understanding of human behavior in organizations. The knowledge of individuals' personality, attitude, perception, motivation, culture and emotion etc. will help students to not only understand themselves better, but also to understand others and adopt appropriate behaviors to increase their effectiveness.

COURSE DESCRIPTION

Human beings are the basic components of any organization, who work in a continuously changing global environment. Effective management of individuals within organizations requires an understanding of human behavior and processes in local and the global contexts. It is imperative for organizational members to understand why people behave as they do in relation to their jobs, their work groups, and their organizations. The course on Organizational Behavior-I is planned and designed to help the students to develop a better understanding of human behavior in organizations. The knowledge of individuals' personality, attitude, perception, motivation, culture and emotion etc. will help students to not only understand themselves better, but also to understand others and adopt appropriate behaviors to increase their effectiveness.

REQUIRED COURSE MATERIALS AND READINGS

The prescribed textbook for this course is 1. *Organizational Behavior* by Debra Nelson , James Campbell Quick and Preetham Khandelwal 7th edition Cengage Learning

OPTIONAL COURSE MATERIALS & READINGS (CASES, ARTICLES, REPORTS ETC)

Suggested books:

1. *Behavior in Organizations* by J. Greenberg and R. A. Baron.
2. *Organizational Behavior: An Evidence Based Approach* by F. Luthans.
3. *Understanding Organisational behaviour* by Udai Pareek

Teaching/Learning Methods:

A variety of teaching/learning methods will be used to achieve the course objectives. These include: readings, lectures, case studies, group discussions, exercises, audio-visual, and assignments etc.

EVALUATION CRITERIA

Students are evaluated based on their performance in personal learning paper; class participation and quiz; mid-term and end-term examination; and group project and presentations. The weightage for various components will be as follow:

Quiz 1 & II	20%
Class participation	10%
Mid-term examination –	20%
End-term examination –	35%
Group project and presentation –	15%

ACADEMIC DISHONESTY

Any form of copy pasting without acknowledging or referencing is not accepted in any assignment.

DETAILS OF SESSION: TENTATIVE COURSE SCHEDULE

Sessions no.	TOPICS TO BE COVERED
1 & 2	Introduction to organizational behaviour, contributing disciplines, and historical perspective
3	Challenges for managers: globalization, diverse workforce, and ethical behaviour
4,5,6	Personality and determinants of personality Personality attributes affecting work
6	Emotions and their applications in the workplace Emotional labor and emotional intelligence
7	Attitudes and development and change of attitude
8	Work attitudes Work values and culture
9	Communication

10	Perceptual process
11	Social perception
12	Attribution theory
13 & 14	Individual decision-making
15	Positive organizational behavior: optimism, hope, resiliency, and psychological capital. Learning: Theories and principles
16	Behavior modification
17	Concept of motivation
18	Theories of motivation
19 & 20	Application of motivation concept in organizations
21-24	Group project presentations

**Note: Faculty should give tentative schedule of all the 24 sessions and Topics to be covered along with the cases and assignments if any. (If required, changes can be done at later stage)

** 1 Session= 75 Min. (1.15hr)

ANY OTHER SPECIFIC RULES

Group Project : Movie review Assignment

I would like to inform you about the details group project presentation (15% weight) which is one of the five component mentioned in the course outline. The Presentation by on various groups on this exercise will start on 21st session and gets over by 25th session tentatively. The presentation should be done by group comprising of 5 to 6 members. The group project deliverable are

1. 15- 20 Minutes Presentation followed by Q&A for ten Minutes
2. ® An integrated summary presentation paper that detail all questions and research of the assignment (double spaced, 12 points in readable font 1-3 pages). Quality is more important than quantity. All Papers are due on the 15th of September 2017.Late submissions are not allowed.
3. ® Team member evaluation (will be obtained immediately after presentation) should be given in sealed cover to faculty

Group Projects will be evaluated on the following criteria:

- ❖ Demonstrated reference, synthesis, alignment, and application of course content
- ❖ Ease of understanding, thoroughness, and clarity
- ❖ Appropriate use of illustrations and examples
- ❖ Presentation creativity and imagination: making the information "come alive."
- ❖ Good use of team talent
- ❖ Summary presentation paper including complete bibliography

Guidelines to Group Project(things to be done in group planning)

- ✓ Validate your group's shared understanding of your stated project goals
- ✓ Discuss and agree on a presentation format. Creativity Encouraged!!!!
- ✓ Identify and agree to a time line of tasks, deliverables, and meetings
- ✓ Identify roles and responsibilities (define specific tasks)
- ✓ Identify and agree to a time line of tasks, deliverables, and meetings

Assignment

Identify, Analyze and Discuss, about a film that your group selects. The Presentation should be carried out by referencing the following list of Organization Behavior topics. Include antecedents (causes), impacts, implications, alternative options (scenarios) and recommendations as appropriate. Support your thesis with specific observations, dialogue, and research.

- Leadership
- Motivation
- Diversity
- Human Behavior
- Self-efficacy/self esteem
- Communication (Interpersonal and intrapersonal)
- Attitudes (to include attribution, stereotyping, prejudice, discrimination)
- Power and influence
- Decision making (styles, groupthink,)

Film Choices (examples The Good German, The Departed, The Good Shepherd, Remember The Titans, 12 Angry Men, To Kill a Mockingbird, saving Private, Ryan, Good Will Hunting, Last Castle, %Philadelphia, Erin Brokovich, Life is beautiful, Shaswank Redemption)

Format for Presentation

Slide Layout	Content
Title Page	Name of Movie Director, year Student Name(s), Class, Period

Title, Text and image	List Four Main Characters and the stars who played the roles
Title, Clip art, and Text (Main characters)	One slide about main characters
Title, Clip art, and Text (Summary)	Synopsis (summary) of the movie in 3 - 4 slides that tells the story of the movie..
Knowledge –	Demonstrates an understanding of the film’s social, and / or cultural context and its relation to OB Concept
Thinking	Evidence of relevant and useful research; appropriate selection of examples from the movie to explain the concept
4 recurrent images/symbols	Explanation as to why you chose these images to present using concrete details and examples
Application –	clear and persuasive interpretation and analysis of the film’s central ideas
Reinforcer	What was The Key take away for you from the exercise and the movie

Please ensure that no group is repeating the same movie

!!!Enjoy the Learning Process!!!