

**GUJARAT UNIVERSITY**  
**SYLLABUS FOR S.Y B.Com**  
**SEMESTER IV**

**Core Elective: Advanced Business Management.**

**Course Title : Organizational Behaviour.**

**Course Code - CE 203 C.**

**Course Objectives:**

- (a) To make the participants acquaint themselves about the important concepts and issues, so as to improve their competences in the area of organizational behaviour.
- (b) To help the participants develop as effective professional managers and leaders.
- (c) To help the participants in developing analytical abilities.

Unit	Weightage
Unit I	25%
Unit II	25%
Unit III	25%
Unit IV	25%
Total	100%

**Unit I**

**Introduction to OB**

- Concept and importance
- Complementing Intuition with systematic study
- Contributing disciplines to the OB field

**Individual Behaviour**

- Ability
- Biographical Characteristics
- Personality and personality determinants

**Unit II**

**Perception**

- Concept
- Factors influencing perception
- Perceptual errors

**Values and Attitudes**

- Importance of values
- Types of values
- Values across cultures
- Main components of attitudes
- Major job attitudes
- Measurement of employee attitudes

### **Unit III**

#### **Power and politics, Conflict and inter-group behavior**

- Definition of Power and Politics
- Bases of Power
- The Dependency Postulate
- Power tactics
- Factors leading to political behavior
- Outcomes of organizational politics Conflicts
- Definition of Conflict
- The conflict process Inter-group behavior
- Types of groups

#### **Cultural systems**

- Concept
- Strong Versus Weak cultures
- Culture's Functions
- Culture as a Liability
- Creating and Sustaining Culture

### **Unit IV**

#### **Stress Management**

- Concept
- Understanding stress and its consequences
- Potential sources of stress
- Managing stress

#### **Organization change and development**

- Forces for change
- Planned change
- Factors for Resistance to change
- Overcoming Resistance to change
- Lewin's Three step model of change
- Concept and various intervention strategies

#### **Text Books:**

- 1) Organisational Behaviour: By Robins & Sanghi, Pearson Education
- 2) Organisational Behaviour: By Kanka, S Chand.

#### **Reference Book:**

- 1) Organisational Behaviour: By Luthans, Tata McGraw-Hill.
- 2) Organisational Behaviour: By Margie Parikh, Rajen Gupta, Tata McGraw-Hill
- 3) Organisational Behaviour: By Neeraj Kumar, Himalaya
- 4) Organisational Behaviour: By S. S. Khanka, Vikas