

Name of the Course: Human Resource Development and Organizational Behavior

Code: OEC-IT601 B

Contact: 3L

Semester: VI

Credit Points: 3

Lesson Plan

S.No.	Lecture/ Tutorial No.	Topics to be Covered	Text/ References	Teaching Pedagogy*
1	L1	Familiarization of students with Institute and Department Vision, Mission, PEOs, POs, PSOs, COs and Overview of the syllabus Brief information about shared materials and Assignment, etc. Introduction to Organizational Behaviour (OB): Definition & Importance	T1, T2, R1	C&T, PPT, CD
2	L2	Historical Background and Evolution of OB	T1, T2, R1	C&T, PPT, CD
3	L3	Fundamental Concepts of OB	T1, T2, R2	C&T, PPT, CD
4	L4	Challenges & Opportunities in OB	T1, T2, R2	C&T, PPT, CD
5	L5	Personality: Definition, Determinants & Traits	T1, T2, R1	C&T, PPT, CD
6	L6	Personality Development & Assessment	T1, T2, R3	C&T, PPT, CD
7	L7	Attitudes: Types and Components	T1, T2, R2	C&T, PPT, CD
8	L8	Job Satisfaction: Factors and Implications	T1, T2, R1	C&T, PPT, CD
9	L9	Perception: Definition, Nature, and Importance	T1, T2, R2	C&T, PPT, CD
10	L10	Factors Influencing Perception + Perceptual Selectivity	T1, T2, R3	C&T, PPT, CD
11	L11	Perception and Decision Making Link	T1, T2, R2	C&T, PPT, CD
12	L12	Motivation: Introduction + Maslow's Theory	T1, T2, R1	C&T, PPT, CD
13	L13	McGregor's Theory X and Y + Herzberg's Two-Factor Theory	T1, T2, R1	C&T, PPT, CD
14	L14	Alderfer's ERG Theory + McClelland's Theory of Needs	T1, T2, R2	C&T, PPT, CD
15	L15	Vroom's Expectancy Theory + Review of All Theories	T1, T2, R1	C&T, PPT, CD, Q
16	L16	Group Behaviour: Characteristics, Types of Groups	T1, T2, R3	C&T, PPT, CD
17	L17	Stages of Group Development (Tuckman Model)	T1, T2, R2	C&T, PPT, CD
18	L18	Group Decision Making: Methods & Effectiveness	T1, T2, R1	C&T, PPT, CD
19	L19	Communication Process + Direction of Communication	T1, T2, R3	C&T, PPT, CD
20	L20	Barriers to Effective Communication	T1, T2, R2	C&T, PPT, CD
21	L21	Leadership: Meaning, Importance, Styles	T1, T2, R3	C&T, PPT, CD
22	L22	Theories of Leadership (Trait, Behavioral, Contingency)	T1, T2, R1	C&T, PPT, CD
23	L23	Organizational Politics: Meaning, Factors Influencing Political Behavior	T1, T2, R1	C&T, PPT, CD, Q
24	L24	Conflict Management: Traditional vs. Modern Views	T1, T2, R1	C&T, PPT, CD
25	L25	Functional and Dysfunctional Conflict	T1, T2, R1	C&T, PPT, CD
26	L26	Conflict Process + Negotiation Strategies	T1, T2, R2	C&T, PPT, CD
27	L27	Negotiation Process	T1, T2, R1	C&T, PPT, CD

28	L28	Organizational Design: Structures and Human Behaviour	T1, T2, R2	C&T, PPT, CD, Q
29	L29	Organizational Climate and Culture	T1, T2, R1	C&T, PPT, CD
30	L30	Revision, Recap, and Doubt Clearing Session	T1, T2, R3	C&T, PPT, CD

Learning Resources

1. Robbins, S. P. & Judge, T.A.: Organizational Behavior, Pearson Education, 15th Edn.
2. Luthans, Fred: Organizational Behavior, McGraw Hill, 12th Edn.
3. Shukla, Madhukar: Understanding Organizations – Organizational Theory & Practice in India, PHI
4. Fincham, R. & Rhodes, P.: Principles of Organizational Behaviour, OUP, 4th Edn.
5. Hersey, P., Blanchard, K.H., Johnson, D.E.- Management of Organizational Behavior Leading Human Resources, PHI, 10th Edn.

Text books (T):

- T1: Biswas, Niloy: Organizational Behaviour, Indira Prakashani, 1st Edition
T2: Robbins, S. P. & Judge, T.A.: Organizational Behavior, Pearson Education, 15th Edn.

Reference books (R)

- R1: Luthans, Fred: Organizational Behavior, McGraw Hill, 12th Edn.
R2: Shukla, Madhukar: Understanding Organizations – Organizational Theory & Practice in India, PHI
R3: Fincham, R. & Rhodes, P.: Principles of Organizational Behaviour, OUP, 4th Edn.
R4: Hersey, P., Blanchard, K.H., Johnson, D.E.- Management of Organizational Behavior Leading Human Resources, PHI, 10th Edn.

*Teaching Pedagogy:

S. No.	Abbreviation	Full Form
1.	C&T	Chalk & Talk
2.	PPT	Power Point Presentation
3.	CD	Classroom Discussions
4.	Q	Quiz
5.	PS	Problem Solving