

ORGANISATIONAL BEHAVIOUR AND DESIGN

Course Code	MB20101	Course Name	Foundation Course
Course Category			
Progressive Courses			
Co-requisite Courses			
Course Offering Department	M/B-1		
Data Book / Codes/Standards			

Pre-requisite Courses			
Course Offering Department	M/B-1		
Data Book / Codes/Standards			

Course Learning Rationale (CLR): *The purpose of learning this course is to:*

- CLR-1: To provide an overview of theories and practices in organizational behavior.
- CLR-2: To Analyze individual, group and organizational level.
- CLR-3: To learn how an organization can be designed.
- CLR-4 To developed and deal with the challenges and opportunities.
- CLR-5: To Predict from environment, technology, and its own processes.

Course Learning Outcomes (CLO):	At the end of this course, learners will be able to:	Level of Thinking (Bloom)	Expected Proficiency (%)	Expected Maintenance (%)
CLO-1: Analyze the scope and focus on Organizational Behaviour and Design		3	60	70
CLO-2: Understand the Individual Behaviour in Organisation		5	55	70
CLO-3: Defining the group Decision making in Organisation		4	65	60
CLO-4: Apply various Leadership and power in Organisation		2	70	55
CLO-5: Evaluate the context of Organizational Design.				

Program Learning Outcomes (PLO)							
1	2	3	4	5	6	7	8
Business Environment & Domain Knowledge (BKED)	(Critical Thinking, Business Analysis, Problem Solving and Innovative Solutions (CBP)	Global Exposure and Cross-cultural understanding (GICCU)	Social Responsiveness and Ethics (SRI)	Effective Communication (IC)	PSO - 1	PSO - 2	PSO - 3
II	II	II	II	II	II	II	II
II	II	II	II	II	II	II	II
II	II	II	II	II	II	II	II
II	II	II	II	II	II	II	II

Duration (hour)	8(1-8)	8(9-16)	8(17-24)	8(25-32)	8(33-40)
S-1	SLO-1 Introduction to Organisation Behaviour	Personality and types of Personality	Group dynamics	Introduction to Leadership	Organizational Design
	SLO-2 Organisation Design	Factors influencing Personality.	Emergence of informal leaders and working norms	Meaning of Leadership	Determinants and Components
S-2	SLO-1 Definition, need and importance of organizational behavior	Personality Theories	Group decision making Techniques	Importance of Leadership	Types, Basic Challenges of design
	SLO-2 Nature and scope	Introduction to Learning	Team building	Nature and Scope in Leadership	The Role of Strategic Direction in Organization Design
S-3	SLO-1 Frame work of Organizational behavior models	Types of learners	Interpersonal relations.	Leadership styles	A Framework for selecting Strategy and Design
	SLO-2 Models in OB	The learning process and Learning theories	Communication Control	Leadership Theories.	Differentiation, Integration, Centralization.
S-4	SLO-1 Disciplines that contribute to OB field various Disciplines	Emotions, Emotional Labour, Emotional Intelligence, Theories	Organizational strategy, Organizational Design	Case Study	Decentralization, Standardization, Mutual

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SLO-2		Attitudes, Characteristics, Components, Formation, Measurement, Values	Alternative structures, Management process	Mechanistic and Organic Structures
SLO-1	Psychology, Sociology	Perceptions, Importance, Factors influencing perception	Authority and organizational mechanisms	Case Study
SLO-2	Social Psychology and Anthropology	Interpersonal Perception	Culture	
SLO-1	Case Study	Impression Management	Strong and Weak Cultures,	Technological and Environmental Impacts on Design
SLO-2		Motivation Theories	Types of Cultures	Importance of Design
SLO-1	Challenges and opportunities for OB	Case Study	Group Discussions	Success in Organization Design
SLO-2		MCQ	Importance of Culture, Creating and Sustaining Culture	Failures in design
SLO-1	Application Exercises	Effects on work behavior	Culture and Strategy	Limitations of Managers
SLO-2				Implications for Managers

Learning Resources	1.	Stephen P. Robins, Organizational Behavior, PHI Learning / Pearson Education, Edition 17, 2016 (Global edition)	4. Gareth R. Jones, Organizational Theory, Design & Change, Pearson Education, 6th Edition 2011. 5. Richard L. Daft, Understanding theory & Design of Organizations, Cengage, Western, 10th Edition 2012.
	2.	Udai Pareek, Understanding Organizational Behaviour, 3rd Edition, Oxford Higher Education, 2011.	
	3.	Fred Luthans, Organizational Behavior, McGraw Hill, 12th Edition, 2013	

	Learning Assessment						Final Examination (50% weightage) Marks -100 which will be weighted at 50%
	Continuous Learning Assessment (50% weightage)		C.I.A -3 (10marks)		C.I.A -5 (15marks)		
Bloom's Level of Thinking	C.I.A -1 (5marks)	C.I.A -2 (5marks)	C.I.A -3 (10marks)	C.I.A -4 (15marks)	C.I.A -5 (15marks)		
Level 1	Remember	Theory	Practice	Theory	Practice		Theory
Level 2	Understand						
Level 3	Apply						
	Analyze						
	Evaluate						
	Create						
Total	100%	100%	100%	100%	100%	100%	100%

C.I.A - 4 can be from any combination of these: Assignments, Seminars, Tech Talks, Mini-Projects, Case-Studies, Self-Study, MOOCs, Certifications, Conf. Paper etc.,

Course Designers

Experts from Industry	Internal Experts
Mr. Sasi Kumar – Managing Director- SALCOMP INDIA LTD	Dr. Sujatha. S – Associate Professor
Mr. Claudios – Managing Director -WOORY AUTO LTD	Dr. K. Santhana Lakshmi – Head -HR

S. Sujatha
V. Suresh



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