



MEASI INSTITUTE OF MANAGEMENT CHENNAI-14

Approved by All India Council of Technical Education and
Affiliated to the University of Madras, ISO 9001:2015 Certified Institute

ORGANIZATIONAL BEHAVIOUR

LESSON PLAN

Name of the Course	Organizational Behaviour	Lecture	4
Type of the Course	Core course	Theory	0
Course Code	PMF1C	Practical	0
Semester	I	Seminar	1
Maximum Hours	60	Credits	4

Unit. No.	Details	Teaching type	Level	Method	Hours
Unit I	Introduction to Organizational Behaviour: Historical background of OB concept, Relevance of OB	Understanding	L2	Lecture	2
	Contributing disciplines - to the field of OB, challenges and opportunities for OB	Understanding	L2	Lecture	2
	Foundations of Individual behavior	Understanding	L2	Lecture	4
	Theory - Social theory	Understanding	L2	Lecture	4
Unit II	Individual Difference: personality- concept and determinants of personality- theories of personality- types of theories- trait theory- psycho analytic theory- social learning theory- erikson stages of personality development Chris Argyris 2 immaturity to maturity Continuum personality- job fit	Understanding	L2	Lecture	4
	Perception: meaning process- factors influencing perception- attribution theory	Understanding	L2	Lecture	2
	Learning: classical, operant and social cognitive approaches- managerial implications. attitudes and values- components, attitudes- behaviour relationship, formation, values	Understanding	L2	Lecture	3
	Motivation: early theories of motivation - hierarchy of needs theory- theory X and theory Y, two factor theory, McClelland's theory of needs and contemporary theories of motivation- self- determination theory, job engagement, goal setting theory, self-efficacy theory, reinforcement theory, equity theory, expectancy theory	Understanding	L2	Lecture	3



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Unit III	Group dynamics: foundations of group behavior	Understanding	L2	Lecture	3
	group and team- stages of group development- factors affecting group and team performance	Understanding	L2	Lecture	3
	group decision making	Understanding	L2	Lecture	4
	interpersonal communication- communication process- barriers to communication- guidelines for effective communication	Understanding	L2	Lecture	2
Unit IV	Leadership: trait, behavioural and contingency theory	Understanding	L2	Lecture	2
	leaders versus managers	Understanding	L2	Lecture	4
	Power and politics: sources of power- political behaviour in organisations- managing politics	Understanding	L2	Lecture	3
	Conflict and negotiation: sources and types of conflict- negotiation strategies- negotiation process	Understanding	L2	Lecture	3
	Work stress: stressors in the workplace				3
	individual differences on experience in stress- managing workplace stress	Understanding	L2	Lecture	4
	Organisational culture and climate: Concept and importance- creating and sustaining culture	Understanding	L2	Lecture	3
	emotional intelligence, work life integration practices	Understanding	L2	Lecture	2
TOTAL HOURS					60

Note:

Teaching Type	Level	Method
Memory level	L1	Drill, Review and Revision and Asking the question
Understanding level	L2	Lecture method, lecture demonstration method, discussion method, inductive and deductive, exemplification and explanation methods
Reflection level	L3	Problem solving method, investigating projects, Heuristic method, Experimental method, Inquiry oriented method, analytic method