B.Com. (Hons.)
SKILL ENHANCEMENT COURSE (SEC)
SEMESTER-VI
(BCB33603T) ORGANIZATION THEORY AND BEHAVIOR

MAX. MARKS: 100
EXTERNAL: 70
INTERNAL: 30
PASS: 40%
Credits: 4

Objective:
The objective of this course is to acquaint students about the basic concepts and theories underlying individual behaviour; behaviour in groups, dynamics of groups and team building and to develop an understanding of the organisation culture and creating sustainable cultures.

Course outcomes:

CO 1	Outline the concepts and theories underlying individual behaviour and developing better insights into one's own self.
CO 2	Comprehend individual behaviour in groups, dynamics of groups and team building.
CO 3	Have an understanding of human behaviour in groups and will be able to apply such knowledge in practical world.
CO 4	Apply the concept of creating sustainable cultures.

SECTION A

Block1:
Organisational Behaviour and Individual Perspective-I
Overview of Organizational Behavior,Individual Behaviour and Learning, Perception, Attitudes and Values

Block 2:
Organisational Behaviour and Individual Perspective-II and Interpersonal Relations
Personality and Emotions,Stress Management, Motivation, Interpersonal Relations Management

SECTION B

Block 3:
Group Behaviour
Group Formation and StructureCommunication, Conflict Management, Team Building and Leadership, Power and Politics

Block 4:
Organizational Culture and Change
Organizational Culture and Climate,Organizational Change, Emerging Trends in OB.

Suggested Readings:

1. Kaul, V.K., *Business Organisation and Management*, Pearson Education, New Delhi
2. Chhabra, T.N., *Business Organisation and Management*, Sun India Publications, New Delhi,
3. Gupta CB, *Modern Business Organisation*, Mayur Paperbacks, New Delhi
4. Koontz and Weihrich, *Essentials of Management*, McGraw Hill Education.
5. Basu, C. R., *Business Organization and Management*, McGraw Hill Education.

(**Note:** Latest Editions of the above books may be used.)

INSTRUCTIONS FOR THE PAPER SETTER/EXAMINER:

1. The syllabus prescribed should be strictly adhered to.
2. The question paper will consist of three sections: A, B, and C. Sections A and B will have four questions from the respective sections of the syllabus and will carry 10 marks each. The candidates will attempt two questions from each section.
3. Section C will have fifteen short answer questions covering the entire syllabus. Each question will carry 3 marks. Candidates will attempt any ten questions from this section.
4. The examiner shall give a clear instruction to the candidates to attempt questions onlyat one place and only once. Second or subsequent attempts, unless the earlier ones have been crossed out, shall not be evaluated.
5. The duration of each paper will be three hours.

INSTRUCTIONS FOR THE CANDIDATES:

Candidates are required to attempt any two questions each from the sections A and B of the question paper and any ten short questions from Section C. They have to attempt questions only at one place and only once. Second or subsequent attempts, unless the earlier ones have been crossed