

SHRI GNANAMBICA DEGREE COLLEGE MADANAPALLI

(AUTONOMOUS)

SEMESTER-III

COURSE 6: ORGANIZATIONAL BEHAVIOUR

(W.E.F.2024-2025)

Program: BBA



Theory

Credits: 4

4 hrs/week

Course Objectives:

- To understand individual and group behaviour at work place to improve the effectiveness of an organization.
- To understand different types of personality and learning styles.
- Comprehend concepts relating to group dynamics and conflict management.
- To understand leadership and its impact on group dynamics.
- To understand the process of Change management and issues involved in it.
- To understand organizational culture and organizational effectiveness.


UNIT-I: ORGANIZATIONAL BEHAVIOR

Organizational behavior – Meaning, significance, evolution. Factors influencing organizational behaviour. Perception – concept and process of perception. Values and Attitudes. Personality, Determinants of personality. Concept of Learning and theories of learning.

UNIT-II: GROUP DYNAMICS

Meaning of groups and group dynamics, Stages in the formation of groups, Characteristics and Types of groups.– Group decision making. Teams-Groups Vs Teams. Types of teams. Conflicts in groups – reasons for conflicts.




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UNIT-III: LEADERSHIP

Definition and Concept of Leadership, Importance of Leadership, Characteristics of an Effective Leader. Styles of Leadership, Theories of Leadership, Impact of Leadership on effectiveness of Groups.

UNIT-IV: MANAGEMENT OF CHANGE

Meaning and importance of Change, Factors driving organizational change. Resistance to change -Reasons for Resistance. Organizational Development – Significance and process of OD.

UNIT-V: ORGANIZATIONAL CULTURE

Concept of Organizational Culture, Significance of understanding organizational culture, Distinction between organizational culture and organizational climate. Factors influencing Organizational Culture. Organizational Power and Politics.

Reference Books:

1. Robbins, P.Stephen - Organizational Behaviour-Concepts, Controversies & Applications - Prentice Hall of India Ltd., New Delhi.
2. Luthans Fred – Organizational Behaviour - McGraw Hill Publishers Co. Ltd., New Delhi,
3. Rao, VSP and Narayana, P.S. - Organization Theory & Behaviour - Konark Publishers Pvt. Ltd., Delhi.
4. Prasad, L.M - Organizational Theory & Behaviour - Sultan Chand & Sons, New Delhi.




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SHRI GNANAMBICA DEGREE COLLEGE MADANAPALLI
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SEMESTER-III
COURSE 6: ORGANIZATIOAL BEHAVIOR
(W.E.F.2024-2025)
Program: BBA
BLUE PRINT

Time: 3hrs

Max Marks:70

PART-A

ANSWER ANY FOUR FROM THE FOLLOWING.

(4X5=20)

1. Question
2. Question
3. Question
4. Question
5. Question
6. Question
7. Question
8. Question

PART-B

ANSWER ANY FIVE FROM THE FOLLOWING

(5X10=50)

9. Question (Unit I)
10. Question (Unit I)
11. Question (Unit II)
12. Question (Unit II)
13. Question (Unit III)
14. Question (Unit III)
15. Question (Unit IV)
16. Question (Unit IV)
17. Question (Unit V)
18. Question (Unit V)




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SHRI GNANAMBICA DEGREE COLLEGE MADANAPALLI
(AUTONOMOUS)
SEMESTER-III
COURSE 6: ORGANIZATIONAL BEHAVIOUR
(W.E.F.2024-2025)
Program: BBA
MODEL QUESTION PAPER

Theory **Credits: 4** **4 hrs/week**

PART-A

ANSWER ANY FOUR FROM THE FOLLOWING. (4X5=20)

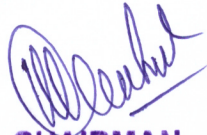
1. Define Organizational Behavior.
2. List any three factors influencing Organizational Behavior.
3. What are the stages in group formation?
4. Mention two styles of leadership.
5. What are change agents?
6. Mention any two reasons for resistance to change.
7. List any two factors influencing organizational culture.
8. Distinguish between organizational culture and climate.

PART-B

ANSWER ANY FIVE FROM THE FOLLOWING (5X10=50)

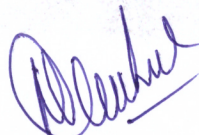
9. Explain the process of perception with a suitable example.
10. Discuss the determinants and stages of personality development.
11. Describe the stages in the formation of groups.
12. Discuss the types of groups and their characteristics.
13. Discuss the importance of leadership in organizational success.
14. Explain the characteristics of an effective leader with examples.




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15. Explain the meaning and importance of change in organizations.
16. Discuss the factors driving organizational change.
17. Differentiate between organizational culture and organizational climate
18. Explain the factors influencing organizational culture.




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