

ANDHRA LOYOLA INSTITUTE OF ENGINEERING AND TECHNOLOGY

Subject: MANAGEMENT AND ORGANIZATIONAL BEHAVIOR

Teacher : D. Venkateswarlu

Academic Year: 2021-2022

Year/Semester: I-SEM-I

Course Objectives:

| The main objectives of this course are given below: | |
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| 1 | To enable the students to study the evolution of Management and various functions and principles of it. |
| 2 | To study the system and process of effective controlling and decision making in the organization along with various organizational structures and design. |
| 3 | To understand individual behaviour in organizations, including attitudes, emotions, personality, values, perception, decision making, and its influence on work culture. |
| 4 | To understand group behaviour in organizations, including group dynamics, motivation, leadership which helps to gain the ability to lead people to achieve more effectively toward increased organizational performance. |
| 5 | To understand the organizational system, including team building, culture, conflict, and negotiations and change management. |

Course Outcomes:

| At the end of this course the student will able to: | |
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| CO1 | Explain the functions of management and analyse the theories and its application in the contemporary business world |
| CO2 | Describe Organizational Design and Structure and also able to explain controlling mechanism and factors affecting decision making. There by to ensure successful implementation of organizational activities. |
| CO3 | Demonstrate the applicability of the concept of organizational behaviour to understand the people perception, personality, attitude, values and emotions in the organization. |
| CO4 | Assess the need of motivation for job satisfaction, best leadership styles managers should adopt and also analyse the complexities associated with management of the group behaviour in the organization. |
| CO5 | Analyse the causes and consequences of organizational conflicts, importance of team building and also able to manage change process. |

Text Book References:

1. Harold Koonz, Heinz Wehrich, A. Ramachandra Aryasri: Principles of Management. The Mac Graw Hill Companies.
2. Rajesh Viswanathan: Principles of Management Concepts and Cases, Himalaya Publishing House.

3. A. Aswathappa: Organizational Behaviour, Text, Cases and Games, Himalaya Publishing House.
4. Kavita Singh: Organizational Behaviour, Text and Cases, Third Edition, Vikas Publication.
5. Dr. S.S. Khanka: Organizational Behaviour (Text & Cases), S. Chand Publications.
6. T. Ramaswamy: Principles of Management, Himalaya Publishing House.

Contents/Activities:

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| 1 | <p>Factual: Factual knowledge consist basic information about a particular subject or discipline that students must be acquired with. This may include the terminology and the specific details or elements of a subject.</p> | <ul style="list-style-type: none"> ▪ Functions and Importance of Management (Unit-1) ▪ Managerial Skills (Unit-1) ▪ Formal and Informal Organization (Unit-2) ▪ Emerging Trends in Corporate Structure (Unit-2) ▪ Organizational behaviour: Nature and scope (Unit-3) ▪ Values, Attitudes and Beliefs (Unit-3) ▪ Motivation and Job Performance (Unit-4) ▪ Challenges of leaders in globalized era (Unit-4) ▪ Organizational conflict-causes and consequences (Unit-5) ▪ Team Building (Unit-5) |
| 2 | <p>Conceptual: Conceptual knowledge consists of knowledge of, or understanding of concepts, principles, theories, models, classifications, etc. We learn conceptual knowledge through reading, viewing, listening, experiencing, or thoughtful, reflective mental activity.</p> | <ul style="list-style-type: none"> ▪ Evolution of Management thought (Unit-1) ▪ Characteristics of a sound Plan (Unit-1) ▪ Principles of organizing (Unit-2) ▪ Types of power (Unit-2) ▪ Linkages with other social sciences (Unit-3) ▪ Learning Process- Theories (Unit-3) ▪ Content and process Theories of Motivation (Unit-4) ▪ Leadership - Styles – Approaches (Unit-4) ▪ Conflict Resolution in Groups & problem-solving Techniques (Unit-5) |
| 3 | <p>Procedural: Procedural knowledge is the knowledge exercised in the performance of some task.</p> | <ul style="list-style-type: none"> ▪ Techniques and Processes of Decision Making (Unit-1) ▪ Steps in Planning Process (Unit-1) ▪ Controlling techniques (Unit-2) |

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| | | <ul style="list-style-type: none"> ▪ Delegation of Authority (Unit-2) ▪ Determinants of Personality (Unit-3) ▪ Perception– perceptual process (Unit-3) ▪ Collaborative Processes in Work Groups (Unit-4) ▪ conflict and Negotiation (Unit-5) |
| 4 | Applied: Applied knowledge is learning that is used in various situations and contexts. | <ul style="list-style-type: none"> ▪ Management By Objectives (MBO) (Unit-1) ▪ Span of control (Unit-2) ▪ Creativity and Creative thinking (Unit-3) ▪ Johari Window and Transactional Analysis (Unit-4) ▪ Case Study (Unit-1,2,3,4,5) |

Schedule and Sequence:

| Lecture No. | Topic | Objectives | Before Class-Videos, e-Books, Case Studies | In-Class-Activities | Post-Class-Assignment, Discussion Forum |
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| 1 | Unit-I: Definition, Nature of Management | To enable the students to study the evolution of Management and various functions and principles of it. | Video Link: https://bit.ly/3vOYZQi Text Book Reference: TB-2: Pg. No. 1-3; TB-2: Pg. No. 1-6 | <ul style="list-style-type: none"> ▪ Brainstorming: Eliciting Students response on text book and video refence (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 2 | Importance and Functions of Management | | Web Link: https://bit.ly/3MIUEEW Text Book Reference: TB-6: Pg. No. 7-10; TB-2: Pg. No. 5-9 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 3 | Evolution of Management thought | | Video Link: https://bit.ly/3MHlufO Case Studies Text Book Reference: | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) | Quiz on Evolution of Management Thought |

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| | | | TB-2: Pg. No. 21-42 | <ul style="list-style-type: none"> ▪ PPT on the topic and Case study (40 Min) ▪ Discussion & doubt clarification (05 Min) | |
| 4 | Scientific management | | Web Link: https://bit.ly/38A6PoX Text Book Reference: TB-2: Pg. No. 55-28; TB-6: Pg. No. 29-30 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on Criticism of Scientific Management |
| 5 | Administrative management | | Web Link: https://bit.ly/3y1tyFd Text Book Reference: TB-2: Pg. No. 29-30 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on comparison between Scientific and Administrative Management |
| 6 | Hawthorne experiments | | Web Link: https://bit.ly/39wRO85 Text Book Reference: TB-2: Pg. No. 32-36 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Lecture on Hawthorne experiments (40 Min) ▪ Discussion & doubt clarification (05 Min) | Students should study the application of Hawthorne study on modern organizations |
| 7 | Systems approach | | Web Link: https://bit.ly/3vXzRGW Text Book Reference: TB-1: Pg. No. 1.14-1.17 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Lecture on Systems approach (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 8 | Levels of Management | | Web Link: https://bit.ly/3ORoZU2 Text Book Reference: | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) | Self-study on roles and responsibilities of |

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| | | | TB-2: Pg. No. 9-11 | <ul style="list-style-type: none"> ▪ Lecture on Levels of management (40 Min) ▪ Discussion & doubt clarification (05 Min) | managers at different levels |
| 9 | Managerial Skills | | Web Link: https://bit.ly/3y4jCdR Text Book Reference: TB-2: Pg. No. 12-15 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 10 | Planning: Steps in Planning Process | | Video Link: https://bit.ly/3Lw962Z Text Book Reference: TB-2: Pg. No. 64-78 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion on planning a college annual day celebration by using planning process |
| 11 | Types of Plans | | Text Book Reference: TB-2: Pg. No. 68-75 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-discussion on strategic, operational and functional plans of an organization |
| 12 | Characteristics of a sound Plan, Importance and Limitations of Plan | | Text Book Reference: TB-6: Pg. No. 72-82; TB-2: Pg. No. 67-68 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 13 | Management By Objectives (MBO) | | Video Link: https://bit.ly/3MDEexN Text Book Reference: TB-6: Pg. No. 93-99 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Lecture on MBO (40 Min) | Discuss and outline the limitations of MBO |

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| | | | | <ul style="list-style-type: none"> ▪ Discussion & doubt clarification (05 Min) | |
| 14 | Techniques of Decision Making | | Text Book Reference: TB-6: Pg. No.100-110; TB-2: Pg. No.153-158 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Lecture on various decision-making techniques (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study the application of decision-making techniques in real-time. |
| 15 | Processes of Decision Making | | Text Book Reference: TB-2: Pg. No. 139-143 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 16 | Social Responsibilities of Business | | Web Link: https://bit.ly/39hpczi https://bit.ly/3KpjgkM Text Book Reference: TB-2: Pg. No. 43-60 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Case study analysis on CSR activities on reputable companies in India. Assignment |
| 17 | Unit-II: Organizing – Principles of organizing | | Web Link: https://bit.ly/3y8615p Text Book Reference: TB-6: Pg. No. 111-116 | <ul style="list-style-type: none"> ▪ Brainstorming: Eliciting Students response on text book and website refence (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 18 | Organization Structure and Design | | Text Book Reference: TB-6: Pg. No. 188-216 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on advantages and disadvantages of various organizational structure |

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| 19 | Types of power | To study the system and process of effective controlling and decision making in the organization along with various organizational structures and design. | Web Link: https://bit.ly/38C9lWa Text Book Reference: TB-1: Pg. No. 9.1-9.2 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Lecture on different types of power (40 Min) Discussion & doubt clarification (05 Min) | Students should bring examples on Legitimate, reward, coercive, expert and referent power |
| 20 | Delegation of Authority | | Web Link: https://bit.ly/3vTbdYi Text Book Reference: TB-6: Pg. No. 128-138 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |
| 21 | Factors affecting delegation | | Web Link: https://bit.ly/3EZVj2c Text Book Reference: TB-1: Pg. No. 9.9-9.13 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |
| 22 | Span of control | | Text Book Reference: TB-6: Pg. No. 147-152 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Students should design Sales Executive span of control example |
| 23 | Decentralization | | Web Link: https://bit.ly/376OmQE Text Book Reference: TB-6: Pg. No. 137-138 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Lecture on centralization & decentralization (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |

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| 24 | Line and staff structure conflicts | | <p>Web Link: https://bit.ly/3Lw9JcR Text Book Reference: TB-2: Pg. No. 217-240</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on resolving line and staff people conflicts |
| 25 | Coordination definition and principles | | <p>Text Book Reference: TB-6: Pg. No. 289-298</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 26 | Emerging Trends in Corporate Structure | | <p>Web Link: https://bit.ly/37StFYQ Video Link: https://bit.ly/3F2i99A</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on software company organization structure |
| 27 | Formal and Informal Organization | | <p>Web Link: https://bit.ly/3y0JK9x Video Link: https://bit.ly/37Q4Lt8</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum on characteristics of formal and informal organization |
| 28 | Nature and importance of Controlling | | <p>Web Link: https://bit.ly/3vUo3p5 Text Book Reference: TB-6: Pg. No. 387-403</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 29 | Process of Controlling | | <p>Web Link: https://bit.ly/3vtzBAA Text Book Reference:</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) | Discussion forum |

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| | | | TB-1: Pg. No. 18.1-18.3 | <ul style="list-style-type: none"> Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | |
| 30 | Requirements of effective control | | Text Book Reference: TB-6: Pg. No. 272-273 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion Forum |
| 31 | Controlling techniques | | Text Book Reference: TB-6: Pg. No. 273-278; TB-2: Pg. No.404-421 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Students should study the application of controlling techniques in real-time Assignment-1 |
| 32 | Unit – III: Organizational behaviour: | To understand individual behaviour in organizations, including attitudes, emotions, personality, values, perception, decision making, and its influence on work culture. | Video Link: https://bit.ly/3kpeUiW Text Book Reference: TB-4: Pg. No. 1-9; TB-3: Pg. No. 55-62 | <ul style="list-style-type: none"> Brainstorming: Eliciting Students response on text book and video refence (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |
| 33 | Nature and scope of OB | | Video Link: https://bit.ly/37SBw8V Text Book Reference: TB-5: Pg. No. 5-7 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |
| 34 | OB Linkages with other social sciences | | Video Link: https://bit.ly/3MCodba Text Book Reference: TB-3: Pg. No. 16-19 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Self-study on OB influence on employee's interpersonal relations in organizations |
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| 35 | Individual roles and organizational goals | | Web Link: https://bit.ly/3LzIFKZ | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 36 | Perspectives of human behaviour | | Text Book Reference: TB-5: Pg. No. 37-47 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discuss forum |
| 37 | Perception | | Video Link: https://bit.ly/3OPK7de Text Book Reference: TB-3: Pg. No. 113-142 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on individual perception on decision-making |
| 38 | Perceptual process | | Text Book Reference: TB-5: Pg. No. 71-74 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 39 | Learning | | Text Book Reference: TB-3: Pg. No. 143-164 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 40 | Learning Process | | Text Book Reference: TB-3: Pg. No. 143-164 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) | |

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| | | | | <ul style="list-style-type: none"> ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Students should outline the limitations in learning process |
| 41 | Learning Theories | | <p>Video Link: https://bit.ly/3F1zKOK Text Book Reference: TB-5: Pg. No. 171-134</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 42 | Personality and Individual Differences | | <p>Video Link: https://bit.ly/3s3iqng Text Book Reference: TB-3: Pg. No. 79-112</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 43 | Determinants of Personality | | <p>Web Link: https://bit.ly/3OMJnp9 Video Link: https://bit.ly/39lXYrj Text Book Reference: TB-3: Pg. No. 97-99</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on personality influence on decision-making |
| 44 | Values, Attitudes and Beliefs | | <p>Text Book Reference: TB-5: Pg. No. 86-124; TB-4: Pg. No. 109-129</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion on relationship between values, attitudes and beliefs |
| 45 | Creativity and Creative thinking | | <p>Text Book Reference: TB-3: Pg. No. 489-518</p> | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum Assignment |

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| 46 | Unit-IV: Motivation and Job Performance | To understand group behaviour in organizations, including group dynamics, motivation, leadership which helps to gain the ability to lead people to achieve more effectively toward increased organizational performance. | Text Book Reference: TB-5: Pg. No. 221-234 | <ul style="list-style-type: none"> Brainstorming: Eliciting Students response on text book refence (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |
| 47 | Content Theories of Motivation | | Video Link: https://www.youtube.com/watch?v=pjgdvp2f_cs Text Book Reference: TB-5: Pg. No. 200-220 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Self-study on criticism on various content theories of motivation |
| 48 | Process Theories of Motivation | | Video Link: https://www.youtube.com/watch?v=l8ESRFF3K1g Text Book Reference: TB-3: Pg. No. 200-220 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Self-study on criticism on various process theories of motivation |
| 49 | Leadership - Styles | | Web Link: https://www.mindtools.com/pages/article/newLDR_84.htm Text Book Reference: TB-5: Pg. No. 355-361 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Self-study on application of different leadership theories in different situations |
| 50 | Leadership Approaches | | Video Link: https://www.youtube.com/watch?v=23m67m6hzZI Text Book Reference: TB-5: Pg. No. 362-366 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) Text-PPT (40 Min) Discussion & doubt clarification (05 Min) | Discussion forum |
| 51 | Challenges of leaders in globalized era | | Website Link: https://bit.ly/3kAOKK1 | <ul style="list-style-type: none"> Revision on previous class and eliciting students' responses on present topic (10 Min) | Discussion forum |

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| | | | | <ul style="list-style-type: none"> ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | |
| 52 | Groups | | Text Book Reference: TB-3: Pg. No. 287-292 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 53 | Stages formation of groups | | Text Book Reference: TB-3: Pg. No. 293-295 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 54 | Group Dynamics | | Web Link: https://bit.ly/300iLUI Text Book Reference: TB-3: Pg. No. 395-413 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 55 | Collaborative Processes in Work Groups | | Text Book Reference: TB-3: Pg. No. 295-300 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 56 | Johari Window | | Web Link: https://bit.ly/3s6fSox Video Link: https://bit.ly/39whmlB | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Assessment of self with the help of Johari Window concept |

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| 57 | Transactional Analysis. | | Web Link: https://bit.ly/3ky0ZY1 Video Link: https://bit.ly/3MzpiAO Text Book Reference: TB-5: Pg. No. 184-199 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum Assignment |
| 58 | Unit – V: Organizational conflict | To understand the organizational system, including team building, culture, conflict, and negotiations and change management. | Text Book Reference: TB-5: Pg. No. 289-290 | <ul style="list-style-type: none"> ▪ Brainstorming: Eliciting Students response on text book refence (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Student should bring examples for organizational conflicts |
| 59 | Causes and consequences of Organizational Conflicts | | Text Book Reference: TB-5: Pg. No. 290-294 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 60 | Team Building | | Web Link: https://theinvestorsbook.com/team-building.html Video Link: https://bit.ly/3s3veKx | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Self-study on challenges in team-building |
| 61 | Conflict and Negotiation | | Text Book Reference: TB-5: Pg. No. 301-307 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 62 | Conflict Resolution in Groups | | Video Link: https://www.youtube.com/watch?v=iRg-HbqqBxI | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) | Discussion forum |
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|----|----------------------------------|--|--|--|--|
| | | | Text Book Reference: TB-5: Pg. No. 295-300 | <ul style="list-style-type: none"> ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | |
| 63 | Problem solving Techniques | | Text Book Reference: TB-3: Pg. No. 353-384 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 64 | Organizational change | | Video Link: https://www.youtube.com/watch?v=dhkLMKxncc8 Text Book Reference: TB-5: Pg. No. 457-466 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Students should bring example of organization who brought successful change in their organizations |
| 65 | Change process | | Web Link: https://bit.ly/3y71r7E Text Book Reference: TB-3: Pg. No. 535-537 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 66 | Resistance to change | | Text Book Reference: TB-3: Pg. No. 530-535 | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |
| 67 | Creating an Ethical Organization | | Web Link: https://bit.ly/3vVeINU Video Link: https://bit.ly/37UJcaJ | <ul style="list-style-type: none"> ▪ Revision on previous class and eliciting students' responses on present topic (10 Min) ▪ Text-PPT (40 Min) ▪ Discussion & doubt clarification (05 Min) | Discussion forum |

Evaluation:

- Mini Report: 05 Marks for Mid 1 & Mid 2 Separately.
- Presentation: 05 Marks for Mid 1 & Mid 2 Separately.
- Descriptive Exam: 15 Marks for Mid 1 & Mid 2 Separately
- Total Mid marks 25 Marks: Average of Mid 1 & Mid 2

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