



Integral University, Lucknow

Effective from Session: 2019							
Course Code	HS505	Title of the Course	Basics of Organizational Behavior	L	T	P	C
Year	II	Semester	III	4	0	0	4
Pre-Requisite	Graduation	Co-requisite	None				
Course Objectives	To develop an understanding of structure and processes of the organization as a whole to develop a community based orientation towards mental health. • To understand the interaction of individual and groups within the organization and different attitudes and behavior resulting from organizational membership						

Course Outcomes	
CO1	Enable students to understand the concept of Organizational behavior, its history, models and theories
CO2	Enable them to know how motivation and performance are related, how personality and emotions work in an organization, and how power and politics work in an organization
CO3	Understanding the meaning of job attitude, job satisfaction and organizational commitment.
CO4	Understanding the concept of organizational citizenship behavior and innovative work, counterproductive behavior
CO5	Developing an understanding of emotional intelligence, effective communication and decision-making

Unit No.	Title of the Unit	Content of Unit	Contact Hrs.	Mapped CO
1	INTRODUCTION TO ORGANIZATIONAL BEHAVIOR:	Its nature and scope, Historical background, Traditional and modern models of OB. Management theories of organizational behavior	12	CO1
2	BEHAVIOR IN ORGANIZATIONS :	Motivation and performance, role of human personality and emotions in organizations, power and politics, group processes in organizations, teams and their effectiveness.	12	CO2
3	JOB ATTITUDES:	Meaning of job attitude; Job satisfaction and Organizational Commitment.	12	CO3
4	PRODUCTIVE ORGANIZATIONAL BEHAVIORS:	Organizational citizenship behavior and innovative work behaviors. Counterproductive behavior in organizations: absenteeism, turnover, ineffective performance	12	CO4
5	ENHANCING ORGANIZATIONAL HEALTH AND WELL-BEING:	Role of Psychological capital, Emotional Intelligence, Effective communication and Decision-making.	12	CO5

Reference Books:

- Robbins, S. P., & Judge, T. (2013). Organizational behavior (15th ed.). Boston: Pearson
- Luthans, F. (1998). Organizational behavior. 12th edition. Boston, Mass: Irwin/McGraw- Hill. Pearson Education..
- Furnham, A. (2005). The psychology of behaviour at work : the individual in the organization, 2nd ed., Psychology Press
- Greenberg, J. & Baron, R.A. (2007). Behaviour in Organizations (9th Ed.). India: Dorling Kindersley.
- Muchinsky, P. (2006). Psychology applied to work: An introduction to industrial and organizational psychology. 8th Edition, NC: Hypergraphic Press
- Jex, S. M., and T. W. Britt. 2008. A scientist-practitioner approach: Organizational psychology. Hoboken, NJ: John Wiley.
- Chadha, N.K. (2007). Organizational Behavior. Galgotia Publishers: New Delhi.

PO-PSO CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6	PO7	PO8
	CO1	3	2	2	2	2	2	2	1	2	2	1	2	2	3
CO2	3	3	1	1	3	2	3	2	1	1	2	3	3	3	2
CO3	3	3	2	2	3	3	2	2	1	1	2	3	3	3	3
CO4	3	3	2	2	3	3	3	1	2	2	1	3	3	3	3
CO5	3	2	2	2	3	2	3	1	2	1	1	3	3	3	3

1- Low Correlation; 2- Moderate Correlation; 3- Substantial Correlation

Name & Sign of Program Coordinator	Sign & Seal of HoD
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