

Module Title: Organizational Behavior

Module Code: B3137

Level: BAIHTM – 7th Semester...Lesson Plan

S. No.	Unit	Topic/Activities
1	Organizational Behavior: Introduction	<ol style="list-style-type: none">1. Main Issues2. The Nature of Organizational Behavior3. Academy Base4. Absolutes in Organizations?5. Contemporary Issues and Challenges6. Level of Analysis
2	Diversity	<ol style="list-style-type: none">1. Demographic Change2. Demographic Trends3. The Meaning of “Diversity”4. The Diverse Workforce5. Challenges of Diversity6. Manifestations of Discrimination7. Diversity Management8. Implications for Managers
3	Attitudes, Moods and Emotions	<ol style="list-style-type: none">1. Attitudes Defined2. The Main Components of Attitudes3. The Relationship between Attitudes and Behavior4. Attitudes Towards Work5. The Benefits of Satisfaction to the Organisation6. The Consequences of Dissatisfaction7. Sources of Moods and Emotions8. Emotional Dissonance9. Emotional Intelligence10. Moods and Emotions in Organisational Behaviour
4	Values, Personality and Perception	<ol style="list-style-type: none">1. Personality2. The Myers-Briggs Type Indicator3. Influence of the ‘Big Five’ Model

		<ol style="list-style-type: none"> 4. Other Personality Traits Relevant to Organizational Behavior 5. Terminal and Instrumental Values 6. Perception 7. Shortcuts in Making Judgments about Others
5	Motivation	<ol style="list-style-type: none"> 1. What is Motivation? 2. Theories of Motivation 3. The Implications of Employee Job Engagement for Management 4. How Changes in Work Arrangements Can Act as a Motivating Factor 5. Motivation: Implications for Managers
6	Working in Groups and Teams	<ol style="list-style-type: none"> 1. Defining Groups 2. Why Do People Join Groups? 3. The Five-Stage Model of Group Development 4. Group Property 5. Group Dynamics Performance/Satisfaction Model 6. Social Loafing 7. Other Challenges of Group Work 8. Teams 9. Types of Team 10. Advantages of Using Teams 11. The Characteristics of Effective Teams 12. Comparing Groups and Teams
7	Power and Politics in Organisations	<ol style="list-style-type: none"> 1. Understanding Power 2. Power and Authority 3. The Causes and Consequences of Political Behavior 4. Politics: Power in Action 5. The Reality of Politics 6. Employee Responses to Office Politics

		<ul style="list-style-type: none"> 7. The Ethics of Behaving Politically 8. Implications for Managers
8	Organisational Structure	<ul style="list-style-type: none"> 1. Designing Organisational Structure 2. Work Specialization 3. Departmentalization 4. Chain of Command 5. Span of Control 6. Formalization 7. Mechanistic and Organic organisations 8. Contemporary Design Options: the Virtual Organization 9. Modern Working Arrangements 10. Organisational Structure: Determinants and Outcomes
9	Organisational Culture	<ul style="list-style-type: none"> 1. Organizational Culture 2. Culture's Basic Functions 3. How a Culture Begins 4. Sustaining Organizational Culture 5. Cultural Frames of Reference 6. How Individuals Learn Culture 7. Developing an Ethical Culture 8. Implications for Managers
10	Organisational Change	<ul style="list-style-type: none"> 1. The Importance of Change 2. Planned Organizational Change 3. Resistance to Change 4. Overcoming Resistance to Change 5. Three Types of Change 6. Metaphors of Change 7. Curt Lewin's "Three-Steps" Change Process 8. Kotter's Eight-Step Change Model 9. Organizational Development 10. Creating the Climate for Change 11. Implications for Managers