



(Shri Ramkrishna Seva Mandal's)
ANAND COMMERCE COLLEGE

An Autonomous College (2025-26 to 2034-35)

(Affiliated to Sardar Patel University)

NAAC ACCREDITED 'A' GRADE (3.04 CGPA)

ISO 9001:2015

Syllabus with effect from the Academic Year 2025-26



Master of Commerce
M.Com Semester – I

Course Code	PC01ECOM03	Title of the Course	Organizational Behavior
Total Credits of the Course	4	Hours per Week	4

Course Objectives	<ul style="list-style-type: none">• To understand and explain individual and group behavior, as well as organizational structures and culture, using key Organizational Behavior (OB) theories to improve effectiveness.• To identify and describe the principles and theories that govern behavior in organizations, including personality traits and attitudes that shape individual behavior in various contexts.• To analyze the factors influencing perception and group dynamics, including group norms, cohesion, and status, and evaluate their impact on organizational performance.• To define types and sources of organizational conflict, and apply appropriate conflict management styles to real-life scenarios.• To evaluate the role of leadership in managing organizational change, assess the importance of organizational culture and employee well-being, and develop strategies for managing workplace stress.
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Course Description		
Unit	Description	Weightage
1.	Organizational Behavior & Learning Organizational Behavior: <ul style="list-style-type: none">• Concept and significance• Organizational Behavior Model• Functions of a manager and managerial roles in an organization, Ethics and ethical behavior in organizations Learning: <ul style="list-style-type: none">• Meaning and Definition of learning• Process of Learning, Theories of learning, OB in learning organization.	20%

2.	<p>Attitude And Personality</p> <p>Attitude:</p> <ul style="list-style-type: none"> • Meaning and definition of Attitude • Components, functions, formation, changing of attitude, Prejudice and attitude. <p>Personality:</p> <ul style="list-style-type: none"> • Meaning and definition of personality • The big five personality model, the Myers Briggs Type Indicator, additional work-related aspects of person. 	20%
3.	<p>Perception and Group Dynamics</p> <p>Perception:</p> <ul style="list-style-type: none"> • Meaning and definition of perception • Process, factors influencing perception, perceptual errors or distortions. <p>Group Dynamics and Team Development:</p> <ul style="list-style-type: none"> • Definition and importance of group • Types of groups, stages of group formation • Group development, group performance factors, group norms, group status, group size, cohesiveness, social loafing. <p>Team:</p> <ul style="list-style-type: none"> • Types, team composition factors, team development. 	20%
4.	<p>Organizational Conflict and Organizational change</p> <p>Organizational Conflict:</p> <ul style="list-style-type: none"> • Sources, patterns and levels of organizational conflict. • Dynamics and management of conflict • Types of conflict , Traditional and modern approaches to conflict, • Functional and dysfunctional Organizational conflicts, Resolution of conflict. <p>Organizational Change</p> <ul style="list-style-type: none"> • Concept, Need for change, resistance to change • Theories of planned change, Organizational diagnosis • OD intervention. 	20%
5.	<p>Stress, Wellbeing at Work, Organizational culture, work life balance</p> <p>Understanding Stress</p> <ul style="list-style-type: none"> • Work Stressors, Prevention and Management of stress • Workplace spirituality. <p>Well-Being at Work</p> <ul style="list-style-type: none"> • Meaning and Importance of Wellbeing at work. • Components <p>Organizational Culture</p> <ul style="list-style-type: none"> • Concept • Features of organizational culture • Difference between organizational culture and organizational climate <p>Work life balance</p> <ul style="list-style-type: none"> • Meaning and importance 	20%

	<ul style="list-style-type: none"> Balancing work and life Elements of work life balance 	
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*Units will have the same Weightage in the evaluation as suggested in the course outline.

Teaching-Learning Methodology	<ul style="list-style-type: none"> Use of PowerPoint presentation, small case lets discussion, real life company examples, group discussion, Seminar presentation
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	20%
2.	Internal Continuous Assessment in the form of Practical, Viva-Voce, Quizzes, Seminars, Assignments, Attendance	10%
3.	End Semester Examination	70%

* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

Course Outcomes: Having Completed this course, the students will be able to	
1.	Understand the principles of human behavior and learning within organizational settings.
2.	Analyze how individual attitudes and personality traits influence workplace behavior and performance.
3.	Evaluate the impact of perceptual processes on decision-making and interpersonal interactions in organizations.
4.	Identify sources of conflict and apply strategies for effective conflict resolution in the workplace.
5.	Assess the causes of workplace stress and implement practices that promote employee wellbeing.

Suggested References: (include Reference Material from where a student is expected to study the said content in APA Style) Reference Websites can also be included)	
Sr. No	References
1.	S. Chand. (2022). Organizational behavior: Text and cases. S. Chand Publishing.
2.	L. M. Prasad (2022). Organizational behavior. Sultan Chand & Sons.
3.	Management by T. Ramasamy. Himalaya Publishing House
4.	P. Subba Rao(2013) Organizational Behavior; Text, Cases and Games. Himalaya Publishing House
On-Line Resources available that can be used as Reference Material	
	<ul style="list-style-type: none"> https://www.greatplacetowork.com/resources/blog/the-5-dimensions-of-employee-well-being https://www.onsurity.com/blog/employee-wellbeing/ https://www.linkedin.com/pulse/20140925100106-270946654-the-six-components-of-work-life-balance

- <https://www.bbntimes.com/companies/work-life-balance-has-six-components>
- https://assets.openstax.org/oscms-prodcms/media/documents/OrganizationalBehavior-OP_TtwWleQ.pdf

UGC-MOOCs courses:
Organizational Behavior



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BOS of Commerce
Anand Commerce College



Academic Coordinator
Anand Commerce College



Principal
Anand Commerce College