



Lesson Plan

Program: BCA **Semester:** II **Course Code:** BCA 203 **Course Name:** Organization Behaviour

Course Objectives

- (CO1):** To help the students to understand the behavior of organization & its model
- (CO2):** To enable the students to understand the meaning of Motivation, its theories and its effect on employee morale
- (CO3):** To make the students understand the personality types and also determine its theories.
- (CO4):** To introduce the meaning of stress and its symptoms.
- (CO5):** To familiarize the students with meaning of group and its dynamics
- (CO6):** To develop the insight of understanding the meaning of conflict and give its resolution

Session Duration: 60 minutes

Participants: BCA Second Semester Students

Entry level knowledge and skills of students

- i. Basic Knowledge of Organization and management.

Equipment required in Classroom/ Laboratory/ Workshop

- i. Projector
- ii. White Board & Marker

Assessment Schemes

S. No.	Criteria	Marks (100)
1	CCSU End Term Examination	75
2	Internal Evaluation Scheme	25
2(a)	Teacher Assessment (Continuous Evaluation) (Assignment & Attendance)	25
2(a)(i)	Assignment -1	10
2(a)(ii)	Assignment -2	10
2(a)(iii)	Attendance (compulsory)	5

Course Outcomes (starting with action-oriented observable and measurable verb)

- (CO1):** Demonstrate the applicability of the concept of organizational behavior to understand the behavior of people in the organization. **Understanding (K2), Applying (K3)**
- (CO2):** Develop practical insights and problem solving capabilities for effectively managing the Organizational processes. **Understanding (K2), Applying (K3)**
- (CO3):** Demonstrate the applicability of analyzing the complexities associated with management of individual behavior in the organization. **Analyzing (K4)**



(CO4): Develop an understanding of appropriate organizational formats and channels used in business communications. **Understanding (K2)**

(CO5): Analyzing the behavior of individuals and groups in organizations. **Understanding (K2), Applying (K3), Analysis (K4)**

(CO6): Develop strategies for managing conflict and negotiation in the workplace. **Applying (K3), Analysis (K4)**

L. No.	Topics	Sub Topics	Date of implementation	Pedagogy	CO-Covered	Faculty Sign	HoD's Remark with Date
Unit - 1							
1.	Discussion about the Subject Syllabus	Course Objectives & Course outcomes		Lecture Group Buzz Brainstorming	CO1 to CO 6		
2.	<u>Fundamentals of Organizational Behaviour</u>	Nature, Scope, Definition Of OB		Lecture Brainstorming	CO1		
3.		Goals of organizational Behaviour		Lecture Brainstorming	CO1		
4.		Fundamental Concepts of Organizational Behaviour; Models of Organizational Behaviour		Lecture Brainstorming	CO1		
5.		Emerging aspects of Organizational Behaviour		Lecture Brainstorming	CO1		
6.	Cultural Diversity	Meaning Cultural Diversity, Managing the Perception		Lecture Group Buzz Brainstorming	CO1		



		Process					
7.		Revision of Unit 1		Discussion Buzz Grouping			
8.		Discussion of University previous year question		Discussion Buzz Grouping			
Unit - 2							
9.	<u>Perception</u>	Concept, Nature, Process		Lecture Brainstorming	CO2		
10.		Importance, Management Behavioural aspect of Perception		Lecture Buzz Grouping Brainstorming	CO2		
11.	<u>Attitude</u>	Meaning, Nature and types of Attitude		Lecture Brainstorming	CO2		
12.		Effects of employee attitudes		Lecture Brainstorming	CO2		
13.	<u>Values</u>	Concept, Nature		Lecture Brainstorming	CO2		
14.		Personal and Organizational Values		Lecture Brainstorming	CO2		
15.		Job Satisfaction		Lecture Brainstorming	CO2		
16.	<u>Motivation</u>	Meaning, Nature and Importance of Motivation		Lecture Brainstorming	CO2		
17.		Theories of Work Motivation: Maslow's Need Hierarchy Theory		Lecture Presentation Demonstration Brainstorming	CO2		
18.		McGregor's Theory 'X' and Theory 'Y'		Lecture Brainstorming Presentation Demonstration	CO2		



19.		Revision of Unit 2		Discussion Buzz Grouping			
20.		Discussion of University previous year question		Discussion Buzz Grouping			
Unit - 3							
21.	<u>Personality:</u>	Definition of Personality, Determinants of Personality		Lecture Brainstorming	CO3		
22.		Importance & Types of Personality		Lecture Brainstorming	CO3		
23.		Theories of Personality: The Big Five Traits		Lecture Brainstorming Buzz Grouping	CO3		
24.		Mytes-Briggs Type Indicator		Lecture Brainstorming	CO3		
25.		Locus of Control		Lecture Brainstorming	CO3		
26.		Type A and Type B Assessment of Personality		Lecture Demonstration	CO3		
27.		Revision of Unit 3		Discussion Buzz Grouping			
28.		Discussion of University previous year question		Discussion Buzz Grouping			
Unit - 4							
29.	<u>Work Stress</u>	Meaning and definition of Stress, Symptoms of Stress		Lecture Buzz Grouping Brainstorming	CO4		
30.		Sources of Stress: Individual Level, Group Level, Stressors		Lecture Brainstorming	CO4		
31.		Organizational Level; Stressors,		Lecture Brainstorming	CO4		



		Extra Organizational Stressors					
32.		Effect of Stress - Burnouts		Lecture Buzz Grouping Brainstorming	CO4		
33.		Stress Management - Individual Strategies, Organizational Strategies		Lecture Brainstorming Demonstration	CO4		
34.		Employee Counseling		Lecture Brainstorming	CO4		
35.		Revision of Unit 4		Discussion Buzz Grouping			
36.		Discussion of University previous year question		Discussion Buzz Grouping			
Unit - 5							
37.	<u>Group Behaviour</u>	Meaning, Definition & Nature of Group		Lecture Brainstorming	CO5		
38.		Types of Groups & Process of Group Development		Lecture Brainstorming	CO5		
39.		Nature and Characteristics of team;		Lecture Brainstorming	CO5		
40.		Team Building Process		Lecture Brainstorming	CO5		
41.		Effective Teamwork		Lecture Brainstorming	CO5		
42.	<u>Leadership</u>	Meaning, Nature of Leadership, Leadership Styles		Lecture Brainstorming	CO5		
43.		Traits of Effective Leaders		Lecture Buzz Grouping Brainstorming	CO5		



44.		Revision of Unit 5		Discussion Buzz Grouping			
45.		Discussion of University previous year question		Discussion Buzz Grouping			
Unit - 6							
46.	Conflict in Organizations	Meaning, Nature of Conflict, Process of Conflict		Lecture Brainstorming	CO6		
47.		Levels of Conflict - Intrapersonal, Interpersonal		Lecture Brainstorming	CO6		
48.		Sources of Conflict; Effect of Conflict		Lecture Brainstorming	CO6		
49.		Conflict Resolution		Lecture Buzz Grouping Brainstorming	CO6		
50.	Grievances	Meaning and types of Grievances		Lecture Brainstorming	CO6		
51.		Process of Grievances Handling		Lecture Buzz Grouping Brainstorming	CO6		
52.		Revision of Unit 6		Discussion Buzz Grouping			
53.		Discussion of University previous year question		Discussion Buzz Grouping			

Text Books: Organizational Behavior Text, Cases and Games- By K. Aswathappa, Himalaya Publishing House, Mumbai

Organizational Behavior Human Behavior at Work By J.W. Newstrom, Tata McGraw Hill Publishing Company Limited, New Delhi

Reference Books: Organizational Behavior through Indian Philosophy, By N.M.Mishra, Himalaya Publication House