



BBA

Semester IV

Calicut University

Organization Behavior

Course Code: BBA4CJ205 • Module SYLLABUS Notes

Course Syllabus

Course Code: BBA4CJ205 | **Course Title:** Organization Behavior | **Semester:** IV

Module I: Introduction to OB & Individual Behavior

- Unit 1: Concept, Scope, Importance, Disciplines, and Models of OB.
- Unit 2: Personality – Determinants, Traits (Big Five Model, MBTI).
- Unit 3: Perception – Process, Errors (Halo Effect, Stereotyping, Attribution Theory).
- Unit 4: Attitudes, Values, Job Satisfaction & Organizational Commitment.

Module II: Motivation & Learning

- Unit 5: Motivation Concepts & Content Theories (Maslow, Herzberg, McClelland).
- Unit 6: Process Theories of Motivation (Vroom Expectancy, Adam Equity, Goal-Setting).
- Unit 7: Learning Theories – Classical Conditioning, Operant Conditioning, Social Learning.
- Unit 8: Employee Rewards, Recognition, Job Enrichment, Job Enlargement.

Module III: Group Dynamics, Teams & Leadership

- Unit 9: Group Dynamics – Types, Group Development Stages (Tuckman), Group Cohesiveness.
- Unit 10: Teams vs Groups, High-Performance Work Teams, Belbin Roles.

- Unit 11: Leadership Theories – Trait, Behavioral (Blake-Mouton), Contingency (Fiedler, House).
- Unit 12: Transformational vs Transactional Leadership & Power/Politics.

Module IV: Organizational Culture, Conflict & Change

- Unit 13: Organizational Structure & Organizational Climate.
- Unit 14: Organizational Culture – Creation, Maintenance, Hofstede Dimensions.
- Unit 15: Organizational Conflict – Types, Process, Resolution Strategies (Thomas-Kilmann).
- Unit 16: Organizational Change – Lewin 3-Step Model, Resistance to Change, OD Interventions.

DegreeLive

Acing your exams is just a click away!

Visit www.degreeelive.in to download the next module for free.

DegreeLive