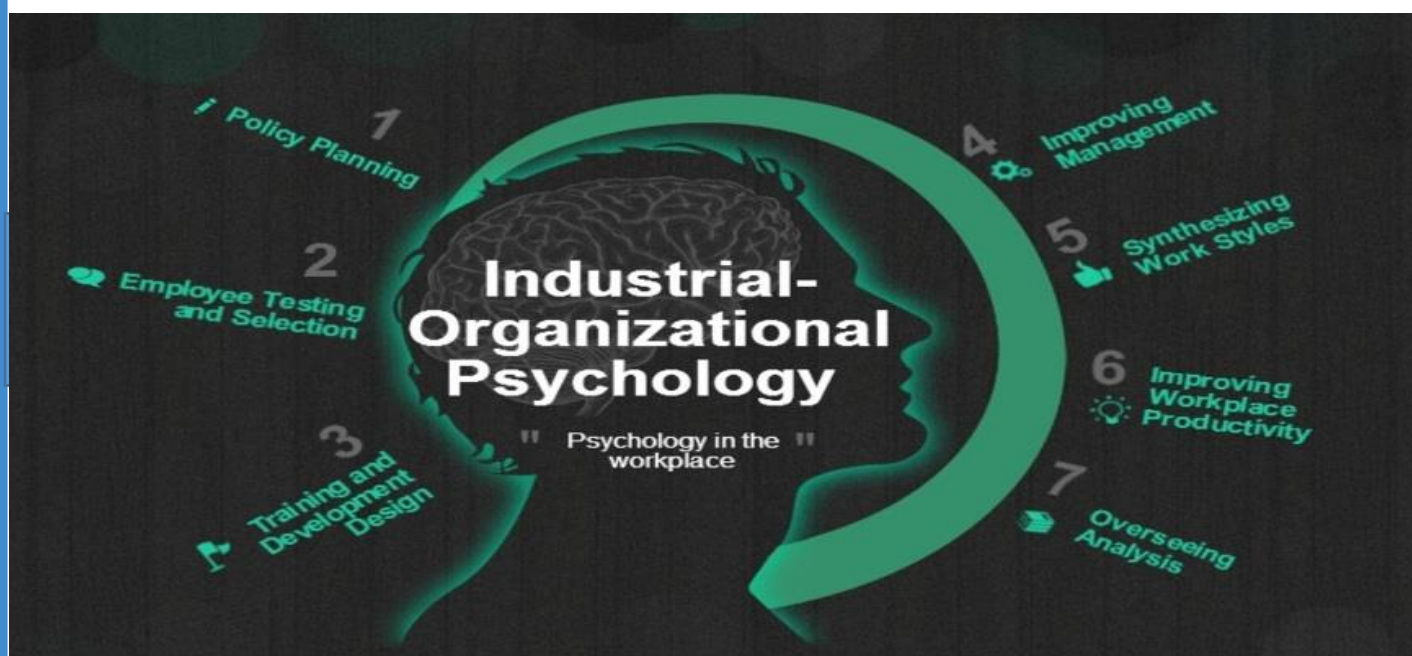


# DARBHANGA COLLEGE OF ENGINEERING DARBHANGA



## COURSE FILE OF ORGANIZATIONAL BEHAVIOR AND INDUSTRIAL PSYCHOLOGY (241301)



Prepared by  
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Department Of Electrical and Electronics Engineering



विज्ञान एवं प्रावैधिकी विभाग  
Department of Science and Technology  
Government of Bihar

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### **Vision of the Institute**

To produce young, dynamic, motivated and globally competent Engineering graduates with an aptitude for leadership and research, to face the challenges of modernization and globalization, who will be instrumental in societal development.

### **Mission of the Institute**

1. To impart quality technical education, according to the need of the society.
2. To help the graduates to implement their acquired Engineering knowledge for society & community development.
3. To strengthen nation building through producing dedicated, disciplined, intellectual & motivated engineering graduates.
4. To expose our graduates to industries, campus connect programs & research institutions to enhance their career opportunities.
5. To encourage critical thinking and creativity through various academic programs.

**Vision of EEE:** - To bring forth engineers with an emphasis on higher studies and a fervor to serve national and multinational organisations and, the society.

### **Mission of EEE: -**

- M1: - To provide domain knowledge with advanced pedagogical tools and applications.
- M2: - To acquaint graduates to the latest technology and research through collaboration with industry and research institutes.
- M3: - To instil skills related to professional growth and development.
- M4: - To inculcate ethical values in graduates through various social-cultural activities.

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### **PEO of EEE**

PEO 01 – The graduate will be able to apply the Electrical and Electrical Engineering concepts to excel in higher education and research and development.

PEO 02 – The graduate will be able to demonstrate the knowledge and skills to solve real life engineering problems and design electrical systems that are technically sound, economical and socially acceptable.

PEO 03 – The graduates will be able to showcase professional skills encapsulating team spirit, societal and ethical values.

## **Program Outcomes of B.Tech in Electrical and Electronics Engineering**

**1.Engineering knowledge:** Apply the knowledge of mathematics, science, engineering fundamentals, and an engineering specialization to the solution of complex engineering problems.

**2.Problem analysis:** Identify, formulate, review research literature, and analyze complex engineering problems reaching substantiated conclusions using first principles of mathematics, natural sciences, and engineering sciences.

**3.Design/development of solutions:** Design solutions for complex engineering problems and design system components or processes that meet the specified needs with appropriate consideration for the public health and safety, and the cultural, societal, and environmental considerations.

**4.Conduct investigations of complex problems:** Use research-based knowledge and research methods including design of experiments, analysis and interpretation of data, and synthesis of the information to provide valid conclusions.

**5.Modern tool usage:** Create, select, and apply appropriate techniques, resources, and modern engineering and IT tools including prediction and modelling to complex engineering activities with an understanding of the limitations.

**6.The engineer and society:** Apply reasoning informed by the contextual knowledge to assess societal, health, safety, legal and cultural issues and the consequent responsibilities relevant to the professional engineering practice.

**7.Environment and sustainability:** Understand the impact of the professional engineering solutions in societal and environmental contexts, and demonstrate the knowledge of, and need for sustainable development.

**8.Ethics:** Apply ethical principles and commit to professional ethics and responsibilities and norms of the engineering practice.

**9.Individual and team work:** Function effectively as an individual, and as a member or leader in diverse teams, and in multidisciplinary settings.

**10.Communication:** Communicate effectively on complex engineering activities with the engineering community and with society at large, such as, being able to comprehend and write effective reports and design documentation, make effective presentations, and give and receive clear instructions.

**11.Project management and finance:** Demonstrate knowledge and understanding of the engineering and management principles and apply these to one's own work, as a member and leader in a team, to manage projects and in multidisciplinary environments.

**12.Life-long learning:** Recognize the need and have the preparation and ability to engage in independent and life-long learning in the broadest context of technological change.

**PSO 1.** An ability to identify, formulate and solve problems in the areas of Electrical and Electronics Engineering.

**PSO 2.** An ability to use the techniques, skills and modern engineering tools necessary for innovation.

## **Organizational Behavior & Industrial Psychology**

### **Course Description**

Industrial-organizational psychologists use psychological principles and research methods to solve problems in the workplace and improve the quality of life. They get a feel for the morale and personality of a company or organization. They study workplace productivity and management and employee working styles.

### **Course Objectives**

1. The basic concepts and theories underlying individual behavior besides developing better insights into one's own self.

2. To develop an understanding of the nature, functioning and design of organization as social collectivities.
3. To gain insight into the organizational learning processes, how they can be fostered and enhanced.
4. Individual behavior in groups, dynamics of groups and team building besides developing a better awareness of how they can be better facilitators for building effective teams as leaders themselves.
5. To develop theoretical and practical insights and problem-solving capabilities for effectively managing the organizational processes.
6. After completing this course you should have an understanding of human behavior in groups and should have developed knowledge and skills in leadership, power, communication, negotiation and conflict management.

### **Course Outcomes (CO)**

At the end of the course students are able to:

**CO1:** Analyse the behaviour of individuals and groups in organisations in terms of the key factors that influence organisational behaviour.

**CO2:** Assess the potential effects of organisational-level factors (such as structure, culture and change) on organisational behaviour.

**CO3:** Evaluate the potential effects of important developments in the external environment (such as globalisation and advances in technology) on organisational behaviour.

**CO4:** Analyse organizational behavioural issues in the context of organisational behaviour theories, models and concepts.

### **Mapping of CO's with PO's**

	PO 1	PO 2	PO 3	PO 4	PO 5	PO 6	PO 7	PO 8	PO 9	PO 10	PO 11	PO 12	PSO 1	PSO 2
CO1	2	2	2	1	1	-	2	-	-	-	1	2	3	1
CO2	3	3	3	2	3	-	-	-	-	-	1	1	2	3
CO3	3	2	3	1	3	-	-	-	-	-	1	1	1	3
CO4	2	2	1	3	3	1	1	1	-	-	2	2	2	3

## **SYLLABUS**

### **ORGANIZATIONAL BEHAVIOR & INDUSTRIAL PSYCHOLOGY**

**L-T-P : 3-0-0**

**Credit : 3**

1. **Concept of organization** & organizational Behavior. **Lecture : 2**
2. (a) Personality: meaning, concept, determinants, personality theories (psychoanalytic Theory, Trait Theory and Self Theory).  
(b) Perception: meaning, concept, process of perception, significance of perception.  
(c) Learning- meaning, concept, nature, component of learning process.

- (d) Attitude- meaning, concept, factors in attitude formation, method of finding Employee's attitude.
- (e) Value - Meaning and types, value and attitude – similarity and difference.
- (f) Motivation- meaning, theory of motivation (Maslow's Theory & Herzberg's Theory).

**Lecture : 11**

3. (a) Group & Group Dynamics - concept, importance, classification of groups , reason for group, formation, group cohesiveness.

- (b) Team work: meaning, concept, types, creating, an effective team.

**Lecture : 4**

4. (a) Communication- concept, process, importance, barrier.

- (b) Organizational conflict- meaning, concept, types, stages of conflict, resolution of conflict.

- (c) Power & politics- nature and concept, Ethics of power & politics, types of power.

- (d) Leadership- concept, qualities and functions of a leader, approaches to the analysis of leadership

**Lecture : 8**

5. **Concept of organization theory**, concept of organization structure, form of organizational structure, form of organizational culture.

**Lecture : 7**

6. (a) Organizational effectiveness - concept , approaches, criteria of effectiveness.

- (b) Organizational change - meaning, factors in Organizational change, process of planned change.

- (c) Organizational Development - concept, need of organizational development, difference between organizational development & management development.

**Lecture : 7**

#### **Text Books:**

1. Organizational behavior by Stephen P. Robbin & Seema Sanghi- pearson
2. Organizational behavior by L.M. Prasad-S Chand & sons

#### **Reference Book:**

1. Organization behavior: managing people and organization by Gregory moorehead – Biztantra

<b>Institute / College Name :</b>	Darbhanga College of Engineering Darbhanga		
<b>Program Name</b>	B.TECH ELECTRICAL		
<b>Course Code</b>	241301		
<b>Course Name</b>	ORGANIZATIONAL BEHAVIOUR AND INDUSTRIAL PSYCHOLOGY		
<b>Lecture / Tutorial (per week):</b>	3/0	<b>Course Credits</b>	3
<b>Course Coordinator Name</b>	Mr. Tabish Shanu		

#### **1. Scope and Objectives of the Course**

Industrial-organizational psychologists use psychological principles and research methods to solve problems in the workplace and improve the quality of life. They study workplace productivity and management and employee working styles. They get a feel for the morale and personality of a company or organization.

**Objectives:**

1. To develop an understanding of the nature, functioning and design of organisation as social collectivities.
2. The basic concepts and theories underlying individual behaviour besides developing better insights into one's own self.
3. To gain insight into the organisational learning processes, how they can be fostered and enhanced.
4. Individual behaviour in groups, dynamics of groups and team building besides developing a better awareness of how they can be better facilitators for building effective teams as leaders themselves.
5. After completing this course you should have an understanding of human behavior in groups and should have developed knowledge and skills in leadership, power, communication, negotiation and conflict management.
6. To examine the reciprocal relationship between the organisational characteristics (for example: structure, strategies, systems etc.) and managerial behaviour.
7. To develop theoretical and practical insights and problem-solving capabilities for effectively managing the organisational processes.

**The course outcomes are:**

1. Analyse the behaviour of individuals and groups in organisations in terms of the key factors that influence organisational behaviour.
2. Assess the potential effects of organisational-level factors (such as structure, culture and change) on organisational behaviour.
3. Critically evaluate the potential effects of important developments in the external environment (such as globalisation and advances in technology) on organisational behaviour.
4. Analyse organisational behavioural issues in the context of organisational behaviour theories, models and concepts.

**Text Books:**

1. Organizational behavior by Stephen P. Robbin & Seema Sanghi- pearson
2. Organizational behavior by L.M. Prasad-S Chand & sons

**Reference Book:**

1. Organization behavior: managing people and organization by Gregory moorehead-Biztantra

**4. Other readings and relevant websites**

S.No.	Link of Journals, Magazines, websites and Research Papers
1.	<a href="https://link.springer.com/chapter/10.1007/978-3-642-46354-9_25">https://link.springer.com/chapter/10.1007/978-3-642-46354-9_25</a>
2.	<a href="https://eric.ed.gov/?id=ED091542">https://eric.ed.gov/?id=ED091542</a>
3.	<a href="https://philpapers.org/rec/BARSAA-15">https://philpapers.org/rec/BARSAA-15</a>
4.	<a href="http://psycnet.apa.org/record/2006-03537-000">http://psycnet.apa.org/record/2006-03537-000</a>
5.	<a href="https://lwzje2hnb05.storage.googleapis.com/MDIwNTAzMTA4MA==05.pdf">https://lwzje2hnb05.storage.googleapis.com/MDIwNTAzMTA4MA==05.pdf</a>
6.	<a href="https://nptel.ac.in/courses/110/105/110105033/">https://nptel.ac.in/courses/110/105/110105033/</a>



## 5. Course Plan

Lecture Number	Date of Lecture	Topics	Web Links for video lectures	Text Book / Reference Book / Other reading material	Page numbers of Text Book(s)
1-2		<b>Introduction</b>		TB2	3-74
		<b>Concept of organization &amp; organizational Behavior.</b>	<a href="https://www.youtube.com/watch?v=-sLHfYnxh8s">https://www.youtube.com/watch?v=-sLHfYnxh8s</a>	<a href="http://nptel.ac.in/courses/110105034/1">http://nptel.ac.in/courses/110105034/1</a>	
3-4		<b>Personality</b>		TB2	89-116
		(a) Personality: meaning, concept, determinants, personality theories (psychoanalytic Theory, Trait Theory and Self Theory).	<a href="https://www.youtube.com/watch?v=vJuYtdksW6c&amp;t=259s">https://www.youtube.com/watch?v=vJuYtdksW6c&amp;t=259s</a>	<a href="http://nptel.ac.in/courses/110105034/6">http://nptel.ac.in/courses/110105034/6</a>	
5-6		<b>Perception</b>		TB2	117-136
		(b) Perception: meaning, concept, process of perception, significance of perception.	<a href="https://www.youtube.com/watch?v=DNdUY4nz1qQ">https://www.youtube.com/watch?v=DNdUY4nz1qQ</a>	<a href="http://nptel.ac.in/courses/110105034/12">http://nptel.ac.in/courses/110105034/12</a>	
7-8		<b>Learning</b>		TB2	137-168
		(c) Learning- meaning, concept, nature, component of learning process.			
9-10		<b>Attitude</b>		TB2	169-180
		(d) Attitude- meaning, concept, factors in attitude formation, method of finding Employee's attitude.	<a href="https://www.youtube.com/watch?v=5dresZBMrnE">https://www.youtube.com/watch?v=5dresZBMrnE</a>	<a href="http://nptel.ac.in/courses/110105034/8">http://nptel.ac.in/courses/110105034/8</a>	
11		<b>Values</b>		TB2	181-194
		(e) Value - Meaning and types, value and attitude – similarity and difference.			
12-13		<b>Motivation</b>		TB2	217-282
		(f) Motivation- meaning, theory of motivation	<a href="https://www.youtube.com/watch?v=Mrms1YmloWM">https://www.youtube.com/watch?v=Mrms1YmloWM</a>	<a href="http://nptel.ac.in/courses/110105034/14">http://nptel.ac.in/courses/110105034/14</a>	

		(Maslow's Theory & Herzberg's Theory).			
14-15		<b>Group</b>		TB2	329-378
		(a) Group & Group Dynamics - concept, importance, classification of groups, reason for group, formation, group cohesiveness.	<a href="https://www.youtube.com/watch?v=6mBLT7gux2I">https://www.youtube.com/watch?v=6mBLT7gux2I</a>	<a href="http://nptel.ac.in/course/s/110105034/23">http://nptel.ac.in/course/s/110105034/23</a>	
16-17		<b>Team</b>		TB2	379-396
		(b) Team work: meaning, concept, types, creating, an effective team.	<a href="https://www.youtube.com/watch?v=3UMxnWFxdm8">https://www.youtube.com/watch?v=3UMxnWFxdm8</a>	<a href="http://nptel.ac.in/course/s/110105034/24">http://nptel.ac.in/course/s/110105034/24</a>	
18-19		<b>Communication</b>		TB2	471-500
		(a) Communication- concept, process, importance, barrier.	<a href="https://www.youtube.com/watch?v=og5kkKtmQjs">https://www.youtube.com/watch?v=og5kkKtmQjs</a>	<a href="http://nptel.ac.in/course/s/110105034/30">http://nptel.ac.in/course/s/110105034/30</a>	
20-21		<b>Organizational conflict</b>		TB2	501-526
		(b) Organizational conflict- meaning, concept, types, stages of conflict, resolution of conflict.	<a href="https://www.youtube.com/watch?v=jsFiWdQJFCs">https://www.youtube.com/watch?v=jsFiWdQJFCs</a>	<a href="http://nptel.ac.in/course/s/110105034/26">http://nptel.ac.in/course/s/110105034/26</a>	
22-23		<b>Power &amp; politics</b>		TB2	397-422
		(c) Power & politics- nature and concept, Ethics of power & politics, types of power.	<a href="https://www.youtube.com/watch?v=3wLDyPN4QMY&amp;t=756s">https://www.youtube.com/watch?v=3wLDyPN4QMY&amp;t=756s</a>	<a href="http://nptel.ac.in/course/s/110105034/27">http://nptel.ac.in/course/s/110105034/27</a>	
24-25		<b>Leadership</b>		TB2	423-470
		(d) Leadership- concept, qualities and functions of a leader, approaches to the analysis of leadership	<a href="https://www.youtube.com/watch?v=x-ycseyaPDE">https://www.youtube.com/watch?v=x-ycseyaPDE</a>	<a href="http://nptel.ac.in/courses/110105034/34">http://nptel.ac.in/courses/110105034/34</a>	
26-32		<b>Concept of organization theory</b>		TB2	527-592
		<b>Concept of organization theory</b> , concept of organization structure, form of organizational structure, form of organizational culture.	<a href="https://www.youtube.com/watch?v=DpoRduFdgpI">https://www.youtube.com/watch?v=DpoRduFdgpI</a>	<a href="http://nptel.ac.in/course/s/110105034/37">http://nptel.ac.in/course/s/110105034/37</a>	
33-34		<b>Organizational effectiveness</b>		TB2	647-666
		(a) Organizational effectiveness - concept , approaches, criteria of effectiveness.	<a href="https://www.youtube.com/watch?v=q5XGiYAT8Tk">https://www.youtube.com/watch?v=q5XGiYAT8Tk</a>	<a href="http://nptel.ac.in/courses/110105034/2">http://nptel.ac.in/courses/110105034/2</a>	

35-36		<b>Organizational change</b>		TB2	667-692
		(b) Organizational change - meaning, factors in Organizational change, process of planned change.	<a href="https://www.youtube.com/watch?v=TnhBeaFbHYo">https://www.youtube.com/watch?v=TnhBeaFbHYo</a>	<a href="http://nptel.ac.in/courses/110105034/40">http://nptel.ac.in/courses/110105034/40</a>	
37-39		<b>Organizational Development</b>		TB2	693-719
		(c) Organizational Development - concept, need of organizational development, difference between organizational development & management development.	<a href="https://www.youtube.com/watch?v=Mmz1o3FbcCE">https://www.youtube.com/watch?v=Mmz1o3FbcCE</a>		

#### 6. Evaluation Scheme:

Component 1	Mid Semester Exam	20
Component 2	Assignment Evaluation	5
Component 3	TA	5
Component 4**	End Term Examination**	70
	<b>Total</b>	<b>100</b>

\*\* The End Term Comprehensive examination will be held at the end of semester. The mandatory requirement of 75% attendance in all theory classes is to be met for being eligible to appear in this component.

#### 7. SYLLABUS

Topics	No of lectures	Weightage
<b>Concept of organization &amp; organizational Behavior.</b>	2	10%
<b>3.</b> (a) Personality: meaning, concept, determinants, personality theories (psychoanalytic Theory, Trait Theory and Self Theory). (b) Perception: meaning, concept, process of perception, significance of perception. (c) Learning- meaning, concept, nature, component of learning process.	11	25%

(d) Attitude- meaning, concept, factors in attitude formation, method of finding Employee's attitude. (e) Value - Meaning and types, value and attitude – similarity and difference. (f) Motivation- meaning, theory of motivation (Maslow's Theory & Herzberg's Theory).		
(a) Group & Group Dynamics - concept, importance, classification of groups , reason for group, formation, group cohesiveness. (b) Team work: meaning, concept, types, creating, an effective team.	4	20%
(a) Communication- concept, process, importance, barrier. (b) Organizational conflict- meaning, concept, types, stages of conflict, resolution of conflict. (c) Power & politics- nature and concept, Ethics of power & politics, types of power. (d) Leadership- concept, qualities and functions of a leader, approaches to the analysis of leadership	8	20%
<b>Concept of organization theory</b> , concept of organization structure, form of organizational structure, form of organizational culture.	7	10%
(a) Organizational effectiveness - concept , approaches, criteria of effectiveness. (b) Organizational change - meaning, factors in Organizational change, process of planned change. (c) Organizational Development - concept, need of organizational development, difference between organizational development & management development.	7	15%

**8. This Document is approved by:**

Designation	Name	Signature
Course Coordinator	Mr. Tabish Shanu	
H.O.D	Mr. Prabhat Kumar	
Principal	Dr. Achintya	
Date		

## 9. Evaluation and Examination Blue Print:

Internal assessment is done through quiz tests, presentations, assignments and project work. Two sets of question papers are asked from each faculty and out of these two, without the knowledge of faculty, one question paper is chosen for the concerned examination. Examination rules and regulations are uploaded on the student's portal. Evaluation is a very transparent process and the answer sheets of sessional tests, internal assessment assignments are returned back to the students.

The components of evaluations along-with their weightage followed by the University is given below

Sessional Test 1	20%
Assignments/Quiz Tests/Seminars	10%
End term examination	70%

(From amongst the three sessional tests best of two are considered)

## LECTURE PLAN: ORGANIZATIONAL BEHAVIOR & INDUSTRIAL PSYCHOLOGY

Part-A	Lecture Plan	
S.No	Topic Name	Periods

1	1.	<b>Concept of organization &amp; organizational Behavior</b>	2
2	2.1	Personality : meaning, concept , determinants, personality theories (psychoanalytic Theory, Trait Theory and Self Theory).	2
	2.2	Perception-meaning , concept, process of perception, significance of perception.	2
	2.3	Learning- meaning, concept, nature, component of learning process.	2
	2.4	Attitude- meaning, concept, factors in attitude formation, method of finding Employee's attitude.	2
	2.5	Value - Meaning and types, value and attitude – similarity and difference.	2
	2.6	Motivation- meaning, theory of motivation (Maslow's Theory & Herzberg's Theory).	2
3	3.1	Group & Group Dynamics - concept, importance, classification of groups , reason for group, formation, group cohesiveness.	2
	3.2	Team work :meaning , concept, types , creating, an effective team.	2
4	4.1	Communication- concept, process, importance, barrier.	2
	4.2	Organizational conflict- meaning, concept, types, stages of conflict, resolution of conflict.	2
	4.3	Power & politics- nature and concept, Ethics of power & politics, types of power.	2
	4.4	Leadership- concept, qualities and functions of a leader, approaches to the analysis of leadership	2
<b>Mid Sem.</b>			
5	5.1	Concept of organization theory	2
	5.2	concept of organization structure	2
	5.3	form of organizational structure	2
	5.4	form of organizational culture.	2
	6.1	Organizational effectiveness - concept , approaches, criteria of effectiveness.	2

<b>6</b>	<b>6.2</b>	Organizational change - meaning, factors in Organizational change, process of planned change.	2
	<b>6.3</b>	Organizational Development - concept ,need of organizational development, difference between organizational development & management development.	2
<b>Total</b>			40

**Department of Electrical and Electronics Engineering**  
**ORGANIZATIONAL BEHAVIOUR AND INDUSTRIAL PSYCHOLOGY**  
**241301**

**Assignment I**

1. Explain the Trait theory and self-theory of personality.
2. Explain the Herzberg's theory of motivation.
3. Define Group. Explain the stages of group formation and also discuss the classification of groups.
4. Explain communication and process of communication. Illustrate the barriers of communication.
5. What is organizational conflict? Explain the stages of organizational conflict.
6. Differentiate between the Values and Attitude.



