



K.S. SCHOOL OF ENGINEERING AND MANAGEMENT, BANGALORE - 560109
DEPARTMENT OF MANAGEMENT STUDIES & RESEARCH CENTRE

CO-PO Mapping

Course: MANAGEMENT AND ORGANIZATION BEHAVIOR			
Type: Core		Course Code: 22MBA11	
No of Hours			
Theory (Lecture Class)	Practical/Field Work/Allied Activities	Total/Week	Total teaching hours
3	2	5	52
Marks			
Internal Assessment	Examination	Total	Credits
40	60	100	3
Aim/Objectives of the Course			
<ol style="list-style-type: none"> The student will be able to recite the theories and models of Management and Organisational Behavior. The student will be able to apply and solve the workplace problems. The student will be able to classify in differentiating between the best methods to solve the problem. The student will be able to compare the appropriate framework for solving the problems at the workplace The student will be able to design model in dealing with the problems in the organisation. 			
Course Learning Outcomes			
After completing the course, the students will be able to			
CO1	Gain practical experience in the field of Management and Organization Behaviour	Applying (K3)	
CO2	Acquire the conceptual knowledge of Management, various functions of Management and theories in Organizational Behaviour.	Applying (K3)	
CO3	Apply managerial and behaviour knowledge in real world situations.	Applying (K3)	
CO4	Develop a greater understanding about Management to analyse the concepts related to Functions of management	Applying (K3)	
CO5	Develop a greater understanding about Behavioural aspects to analyse the concepts related to individual behavior, attitude, perception and personality	Applying (K3)	
CO6	Understand and demonstrate their exposure on recent trends in management	Applying (K3)	
Syllabus Content			
Unit 1:Introduction to Management			CO1 9 hours PO1, PSO2
Management -Introduction, Meaning, Nature, Objectives, Importance, Difference between Administration and Management, Levels of Management, Types of Managers, Managerial Skills, Managerial Competencies, Scope of Management, Functions of Management, Evolution of Management Thought, Fayol's fourteen principles of Management, Recent Trends in Management. LO: At the end of this session the student will be able to <ol style="list-style-type: none"> Understand the meaning and define Management Understand all the 10 managerial skills 			

<ol style="list-style-type: none"> 3. Trace the Evolution of management 4. Comprehend the recent trends in management 	
<p>Unit 2: Functions of Management Planning- Definition, Features, Nature, Importance, Types, Steps in Planning, Planning Tools and Techniques, Essentials of a Good Plan. Organisation- Definitions, Importance, Principles, Types of Organisation Structures, Span of Control, Centralisation and Decentralisation of Authority. Directing-Definitions, Importance, Elements of Directing, Principles of Directing, Characteristics of Directing; Controlling-Definitions, Need of Controlling, Characteristics of Control, Steps in the Controlling Process, Resistance to Control, Design of Effective Control System, Types of Control, Control Techniques. Decision-making- Concepts, Types, Models, Difficulties in Decision-making, Decision-making for Organisational Effectiveness, Decision-making Styles. LO: At the end of this session the student will be able to</p> <ol style="list-style-type: none"> 1. Understand the planning function in detail 2. Understand the organising function in detail 3. Understand the directing function in detail 4. Understand decision making in detail 	<p style="text-align: center;">CO2</p> <p style="text-align: center;">10 hours PO1, PSO1,PSO2</p>
<p>Unit 3: Organisational Behaviour Organisational Behaviour: Introduction, Definitions, Nature, Goals, Importance, Approaches to Organisational Behaviour, Models. Attitude- Meaning, Definition, Types, Components, Attitudes and Behaviour, Changing Attitudes in the Workplace; Perception-Perception, Perceptual Process, Factors Influencing Perception, Perception and Decision-making; Personality-Definitions, Factors Influencing Personality, Big Five Personality Traits, Myers–Briggs Type Indicator (MBTI), Personality Tools and Tests; Motivation-Definitions, Process of Motivation (Cycle of Motivation), Nature, Importance, Types, Theories. LO: At the end of this session the student will be able to</p> <ol style="list-style-type: none"> 1. Understand the concept of Organizational behaviour 2. Remember the different models of OB 3. Grasp the concept of different Personalities 	<p style="text-align: center;">CO3</p> <p style="text-align: center;">10 hours PO4, PSO1,PSO2</p>
<p>Unit 4: Managing Human at Work Group Dynamics- Meaning of Group, Group Characteristics, Classification of Groups, Models of Group Development, Meaning of Group Dynamics, Group Behaviour, Impact of Group on Individual's Behaviour, Impact of External Factors on Group Behaviour. Teamwork- Nature of Teams, Team Characteristics, Teams Versus Groups, Teamwork, Processes of Teamwork, Types of Teams, Reasons for Team Failure, Creating Effective Teams. LO: At the end of this session the student will be able to</p> <ol style="list-style-type: none"> 1. Understand the concept of group 2. Understand the necessity of teams 3. Different aspects of teams 	<p style="text-align: center;">CO4</p> <p style="text-align: center;">7 hours PO1, PO4, PSO2</p>
<p>Unit 5: Organizational Power, Politics and Culture Power and Politics- Nature of Power and Politics, Early Voices, Questioning</p>	

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<p>Power and Authority, Sources of Power for Individuals, Managing Organisational Politics. Culture- Definitions of Organisational Culture, Strong Versus Weak Culture, Characteristics, Types, Levels, Dimensions, Creating Organisational Culture, Changing Organisational Culture.</p> <p>LO: At the end of this session the student will be able to</p> <ol style="list-style-type: none"> 1. Undersyand the concept of Power and politics 2. How one can be organizational politician 3. What Organizational culture means 	<p>CO5</p> <p>7 hours PO3, PSO1,PSO2</p>
<p>Unit 6: Change and Stress Management</p> <p>Change- Nature, Characteristics, Process, Forces Responsible for Change in Organizations, Resistance to Change, Managing Resistance to Change. Stress Management-Definitions, Types of Stress, Causes of Stress, Managing Stress.</p> <p>LO: At the end of this session the student will be able to</p> <ol style="list-style-type: none"> 1. Concept of change 2. Dealing with resistance to change 3. Explain the Concept of Stress 	<p>CO-6</p> <p>7 hours PO3, PSO1,PSO2</p>
<p>Text Books</p> <ul style="list-style-type: none"> • Essentials of Management ,Koontz ,McGraw Hill ,8e, 2014 • Principles and Practices of Management and Organisational Behaviour ,Chandrani Singh and Aditi Khatri ,Sage Publication ,2016 • Organizational behaviour ,Stephen P Robbins, Timothy Pearson 14e, 2012 	
<p>Reference Books (specify minimum two foreign authors text books)</p> <ul style="list-style-type: none"> • Organizational Behaviour Fred Luthans, McGraw Hill International 12/e, 2011 • Principles of Management ,Ramesh B. Rudani, Tata McGraw-Hill 2013 • Masters of Management Thought ,Mahanand Charati& M M Munshi Swapna Book House 2015 	
<p>Useful Websites</p> <ul style="list-style-type: none"> ● OBWeb - Organizational Behavior Division ● OpenLearn Learning Space - The Open University ● An introduction to business cultures ● Business organisations and their environments: culture ● Creating an ethical organisation ● ProQuest Ebook Central 	
<p>Useful Journals</p> <ul style="list-style-type: none"> • Journal of Organizational Behavior - Wiley Online Library • Journal of Organizational Behavior • Research in Organizational Behavior • 	

Teaching and Learning Methods

1. Lecture class: 44 hrs
2. Practical classes: 08 hrs

Assessment

Type of test/examination: Written examination

Continuous Internal Evaluation(CIE) : 40 marks (Average of THREE tests will be considered)

Semester End Exam(SEE) : 100 marks (students have to answer all main questions) which will be reduced to 60 Marks.

Test duration: 1 :30 hrs

Examination duration: 3hrs

PO1: Acquire sufficient theoretical knowledge and are enabled to apply them to solve practical problems in business and other organizations/ institutions of importance.

PO2: Apply effective communication skills with a high degree of lateral and critical thinking that enhances learn ability, developed for being continuously employable.

PO3: Demonstrate leadership qualities, ethically sound, enabled with decision making skills that reflect a high degree of social consciousness

PO4: Recognize the need for sustained research orientation to comprehend a growing complex, economic, legal and ethical environment

PO5: Possess self- sustaining entrepreneurship qualities that encourages calculated risk taking.


PSO1: Develop viable Managerial solutions in the dynamic Business eco system

PSO2: Establish and Encourage Entrepreneurial zeal along with Ethical Values in the business

CO		PO					PSO1	PSO2
		PO1	PO2	PO3	PO4	PO5		
18MBAHR302	K- Level							
CO1	K3	3	2	2		2	1	
CO2	K3	3			2			
CO3	K3	2				2		2
CO4	K3	3	2		2			
CO5	K3		2	1		2	1	
CO6	K3	2		2		1		


Course In charge


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