

Course Outline

INTERNATIONAL MANAGEMENT INSTITUTE, BHUBANESWAR

TERM: II

PGDM- BATCH: 2015-17

COURSE: OB-II; COURSE CODE- OB 504 CREDIT: Full: 3

SESSION DURATION: 90 Minutes

FACULTY (Name): Prof. Swarup K Mohanty, PhD

Telephone: Ext- 134 (0)

E-Mail: swarup.mohanty@imibh.edu.in

Office hours: 930-1730 Hrs

Consulting hours: as per appointment

Course Introduction:

The course- 'Group Behavior and Techno-Structural processes in Organization' has been designed to discuss managerial approach to organizational behavior w.r.t work Teams, work groups and its dynamic interactions with organizational structure, culture and processes.

Course Objectives:

The specific objectives of the course are:

- To understand the concepts, dimensions, impacts of group and team behavior, power and culture in organization
- To learn the concept on structure, design and organizational leadership to manage, change and lead organization better

Course Pedagogy:

Experiential –case, simulation exercise and dialogue based lectures

Course Readings: Book chapters and cases mostly as mentioned under “source “in the session plan. Some articles from Academic Journals are also included – they will be distributed in the class or in the course reading material docket at the beginning of this course

Prescribed Book (Main source): ORGB by Nelson , Quick and Khandelwal, Cengage, latest Edition.

Reference Book(s):

Organizational Behaviour- By Fred Luthans Le, McGraw Hill

Organization and identity by A. Pullin and S. Linstead, Routledge, UK, 2008

Industrial Psychology by Michel G Aamodt, Cengage, Le , 2013

Organization Theory by S.P Robbins, PHI, Le

Organizational Theory Design and Change by G.R Jones, Le , PHI, USA.

Course Evaluation criteria:

Instrument	Points (e.g. Weights)
Class Assignment-	5 %
Mid-Term Assignment	5%
In-class case discussion and participation (ICCDP)	10%
Quizzes/tests (pop-up/unnoticed)	10%
Mid Term Exam	20 %
Final Assignment and Group Presentation	20%
Final Exam	30%
TOTAL	100 %

Session- Details:

class	Topic contents ; source-reference	pedagogy
1st	OB2:Inter-personal processes and Behavior: An overview Source: <i>Experience sharing (in-class) and Course outline</i>	Lecture and discussion
2nd to 3rd	Group symbolism, Norms and dynamics : perspectives revisited in the work context Source: <i>class discussion & Reading Material (RM)- 1</i> Contemporary Team processes, meaning and implications Source: <i>BOOK ORGB By Nelson(ORGB):chapter-9 and experience sharing</i>	Lecture and discussion
	Group & Team competency Types:PEM,Team discipline; Source- <i>ORGB Chpter-10 and course Docket(CD)-reading material -2</i>	Lecture discussion-
	Source: <i>experience sharing /Movie</i>	Analysis & Discussion
	Contemporary work teams: institutional and cross -cultural and trans-national perspective, CFT, Source: <i>classic article-RM -3 on team classification advised to collect a two page article at least a day before- further instruction will be elaborated in the class.</i>	Discussion, exercise-1
	Team-cohesion. Source- <i>RT :Ch10 pp303-319</i>	Lecture, exercise-2, and Discussion
Class Assignment-1 Due		
4th	IPR conflict and mechanisms of fundamental interpersonal relationship orientation Source: reading material-2	Exercise-3 and Discussion
5th	conflicts : Causes and forms : an over view reading :case -1 Course Docket (CD);	Exercise-4. And Class discussion
6th	Conflicts and conflicts types, conflict mgmt. Source: <i>Article-RM:4 for pre reading and TB</i>	Exercise-5/ Discussion
7th	<i>Managing political behavior in Organization: concept of power, symbols, influence tactics, empowerment; Source: ORBG:Ch-11</i>	Exercise -6/ discussion
8th	<i>Managing political behavior in Organization- Case let-2/ real -reel life Analysis</i> Source- <i>ORGB</i>	Discussion and Analysis
9th	Mid-term Review	
Mid -term – assignments	Topics will be picked by groups though chance lottery method. Each group is constituted of 6 members.	Due; presentation/submission/both
10th-11	Decision making: types, processes and , source: TB Organizational Implications Source: <i>ORGB –Ch10; Case 3 -CD</i>	Case discussion
12th	organizational culture- modes for understanding the impact of culture & Team effectiveness Source: <i>Chapter-16 -ORGB;Case let /case-4 refer your course Docket</i>	Discussion
13th -14	organizational - structure ,design and team processes and OB Source: <i>ORGB :Ch. 15</i>	Discussion
Class Assignment-2 Due.		
15th-17th	Leadership and team Effectiveness: Models and types Source: <i>ORGB -chapter-12, leadership Crisis..Case-5-CD</i>	Lecture and Discussion
18th	Leading and managing change: source :TB case -6	Case Analysis
End- term assignment	Caselets – advised to collect from me between 7 th - 9 th session	Due; submission and presentation
19Th	Group presentation	
20th	Group Presentation & End- term Review	