



**Anand Law College**  
(An Autonomous Institute, Under UGC Regulation 2023)  
Managed by Shri Ramkrishna Seva Mandal  
SRKSM Campus, Near Electric Grid, Anand, Gujarat  
(Affiliated to S. P. University & Approved by BCI, New Delhi)  
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1<sup>st</sup> Cycle



Name of Course: B.B.A. LL.B.	Type of Course : 5 Years Integrated
Year : 1 <sup>st</sup> Year	Semester : 2 <sup>nd</sup> Semester
Subject Code : UG02CBBA4	Subject : Organizational Behaviour
W.E.F. : 2025-26	Teaching Hours: 72

**Teaching & Examination Scheme:**

Credit	Lect	Lab	Tut	Internal Marks		External Marks	Passing Marks	Passing Marks	Total Marks
				T & P	CE	T & P	Internal	External	Passing Marks Int+Ext
4	4	-	1	20	20	60	16/40	24/60	40/100

Lect = Lecture, Tut= Tutorial, Lab= Lab, T- Theory, P= Practical, Theory and Practical Passing%: 40

<b>Course Objectives:</b>	<ol style="list-style-type: none"><li>1. To help students understand how the 'people' side of the organizations affects effectiveness through behavioural concepts.(L-2 Understand)</li><li>2. To develop the student's ability to observe, understand and analyse the behaviour within the organizational context.(L-4 Analyse)</li><li>3. To develop students' understanding of leadership and group dynamics which are highly critical in individual and organizational success.(L-2 Understand)</li></ol>
---------------------------	---

**Course Outcome (CO):**

Upon completion of the course, student shall be able to

CO-1	Understand the key dynamics of individual behaviour and to understand a self in better perspective with respect to organization
CO-2	Differentiate between the functioning of groups and teams as well as individual and group decision making
CO-3	Demonstrate the behaviours for various job attitudes including attitudes according to Indian Knowledge System
CO-4	Apply the personality frameworks to understand their own personality and others' personality better



**Anand Law College**  
(An Autonomous Institute, Under UGC Regulation 2023)  
Managed by Shri Ramkrishna Seva Mandal  
SRKSM Campus, Near Electric Grid, Anand, Gujarat  
(Affiliated to S. P. University & Approved by BCI, New Delhi)  
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1<sup>st</sup> Cycle



CO-5	Evaluate the leadership styles of different leaders and understand the organizational dynamics of power, culture, change and stress.
------	--

### DETAILED SYLLABUS

Unit	Description	Credits / Hours
<b>1</b>	<b>Dynamics of Individual Behaviour</b>	(4)
1.1	Introduction to Organizational Behaviour	18 Hours
1.2	Understanding Attitude & job attitudes	
1.3	Job Attitudes in Bhartiya Context: Karmayoga and Work Dedication	
1.4	Emotional Intelligence	
1.5	Understanding Personality, Personality Frameworks(MBTI, Big Five & Enneagram) and Values	
1.6	Perception: Making Judgements about others	
1.7	Transactional Analysis	
<b>2</b>	<b>Dynamics of Group Behaviour</b>	(4)
2.1	Groups: Stages of Group Development	18 Hours
2.2	Group Decision Making Techniques	
2.3	Understanding Work teams	
2.4	Difference between Groups and Teams	
2.5	Types of Teams	
2.6	Factors determining a success for teams	
<b>3</b>	<b>Individual Decision Making and Conflict</b>	(4)
<b>3.1</b>	<b>Individual Decision Making</b>	18 Hours
3.1.1	Understanding Decision making	
3.1.2	Common biases and errors in decision making	
<b>3.2</b>	<b>Conflict and Negotiation</b>	
3.2.1	Managing Conflict: types of conflicts and techniques	
3.2.2	Understanding Negotiation: Process	



**Anand Law College**  
(An Autonomous Institute, Under UGC Regulation 2023)  
Managed by Shri Ramkrishna Seva Mandal  
SRKSM Campus, Near Electric Grid, Anand, Gujarat  
(Affiliated to S. P. University & Approved by BCI, New Delhi)  
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1<sup>st</sup> Cycle



<b>4</b>	<b>Organizational Leadership &amp; Change</b>	(4) 18 Hours
<b>4.1</b>	<b>Organizational Leadership</b>	
4.1.1	Concept of Leadership, Concept of 'Loksanghrah' in Bhagavad Geeta,	
4.1.2	Transactional and Transformative Leadership	
4.1.3	Responsible Leadership	
4.1.4	Positive Leadership: Trust and Mentoring	
<b>4.2</b>	<b>Managing Culture and Change</b>	
4.2.1	Understanding Power: Bases of Power	
4.2.2	Organizational Culture: Significance of Culture	
4.2.3	Managing Change	
4.2.4	Managing Stress	
	<b>Practical Approach:</b> Perform a task in a group/team and understand how they can apply the concepts while working together. They will learn how professionals work as a team in corporate and all occupations.	

### Suggested References:

#### References

- Organizational Behavior \_Stephen Robbins, Timothy Judge and Neharika Vohra- 15<sup>th</sup> or Latest Edition – Pearson
- Organizational Behavior\_ Margi Parikh & Rajan Gupta – 2010/ Latest Edition – Tata-McGraw Hill.
- Organizational Behavior\_ K. Aswathappa - Latest Edition- Himalaya Publishing House
- Understanding Organizational Behavior\_ Udai Pareek, Latest Edition, Oxford University Press
- Organizational Behavior by Jit S. Chandan

#### Journals:

1. Harvard Business Review
2. Decision
3. Vikalpa



**Anand Law College**  
(An Autonomous Institute, Under UGC Regulation 2023)  
Managed by Shri Ramkrishna Seva Mandal  
SRKSM Campus, Near Electric Grid, Anand, Gujarat  
(Affiliated to S. P. University & Approved by BCI, New Delhi)  
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1<sup>st</sup> Cycle



❖ **Online References:**

- <https://www.truity.com/>
- <https://www enneagraminstitute.com/the-traditional-enneagram/>
- <https://www.youtube.com/watch?v=b1nCWl0vOp8>
- <https://www.youtube.com/watch?v=QawH0yqDcno&t=18s>
- [https://www.youtube.com/watch?v=X18YI592T\\_o](https://www.youtube.com/watch?v=X18YI592T_o)
- <https://www.youtube.com/watch?v=E9-brprpvhI>