



Anand Law College
(An Autonomous Institute, Under UGC Regulation-2023)
Managed by Shri Ramkrishna Seva Mandal
Near Grid, Anand, Gujarat
(Affiliated to S. P. University & Approved by BCI, New Delhi
NAAC Accredited, 'B++' Grade, CGPA 2.97 - 1st Cycle
Syllabus with effect from the Academic Year 2025-26



Name of Course: B.B.A. LL.B (5 Years)	Type of Course : Choice Based Credit System (CBCS)
Year : 1st Year	Semester : 2nd Semester
Subject Code : ALCUG2CBBA4	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

Course Objectives:	<ol style="list-style-type: none"> To help students understand how the 'people' side of the organizations affects effectiveness through behavioural concepts (L-2 Understand) To develop the student's ability to observe, understand and analyse the behaviour within the organizational context (L-4 Analyse) To develop students' understanding of leadership and group dynamics which are highly critical in individual and organizational success (L-2 Understand)
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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
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
1	Dynamics of Individual Behaviour	(4)
1.1	Introduction to Organizational Behaviour	18 Hours
1.2	Understanding Attitude & job attitudes	
1.3	Emotional Intelligence	
1.4	Understanding Personality, Personality Frameworks(MBTI & Big Five) and Values	
1.5	Perception: Making Judgements about others	
1.6	Transactional Analysis	
2	Dynamics of Group Behaviour	(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	
3	Individual Decision Making and Conflict	(4)



3.1	Individual Decision Making	18 Hours
3.1.1	Understanding Decision making	
3.1.2	Common biases and errors in decision making	
3.2	Conflict and Negotiation	18 Hours
3.2.1	Managing Conflict: types of conflicts and techniques	
3.2.2	Understanding Negotiation: Process	
4	Organizational Leadership & Change	(4)
4.1	Organizational Leadership	18 Hours
4.1.1	Concept of Leadership	
4.1.2	Transactional and Transformative Leadership	
4.1.3	Responsible Leadership	
4.1.4	Positive Leadership: Trust and Mentoring	
4.2	Managing Culture and Change	
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	
	Practical Approach: 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- 15th 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

❖ **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=E9-brprpvhI>
