



**National Institute of Technology Meghalaya**  
An Institute of National Importance

**CURRICULUM**

Programme	<b>Bachelor of Technology in Mechanical Engineering</b>	Year of Regulation	<b>2018</b>
Department	<b>Mechanical Engineering</b>	Semester	<b>IV</b>

Course Code	Course Name	Credit Structure				Marks Distribution				
		L	T	P	C	INT	MID	END	Total	
<b>ME224</b>	<b>Organisational Behaviour</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>50</b>	<b>50</b>	<b>100</b>	<b>200</b>	
Course Objectives	To introduce the basic structure of OB and develop an ability to use the knowledge of communication, groups in organization, leadership and do the transactional analysis in OB.	Course Outcomes	CO1	Interpret basic s of OB and the learning process (Understanding)						
			CO2	Explain the theories of personality, perception and motivation (Understanding)						
	CO3		Apply the knowledge of communication, groups in organization, leadership in OB and do the transactional analysis.(Application)							
	CO4		Apply the knowledge of Leadership, conflict and organizational culture in OB (Application)							
	CO5		Analysis of HRM and organizational change in OB (Analysis)							
To develop an ability and skill to use Leadership, conflict and organizational culture in OB and analyse the theories of HRM and organizational change relevant to OB.										

No.	COs	Mapping with Program Outcomes (POs)												Mapping with PSOs	
		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2
1	CO1	0	0	0	0	0	0	0	0	2	2	2	2	0	2
2	CO2	0	0	0	0	0	0	0	0	2	2	3	2	0	2
3	CO3	0	0	0	0	0	0	0	0	3	3	3	3	0	3
4	CO4	0	0	0	0	0	0	0	2	3	3	3	2	0	3
5	CO5	0	0	0	0	0	0	0	2	3	3	3	3	0	3

**SYLLABUS**

No.	Content	Hours	COs
I	OB: Learning objectives, Definition & Meaning, Why to study OB, An OB model, New challenges for OB Manager LEARNING: Nature of learning, How learning occurs, Learning & OB	07	CO1 CO2
II	PERSONALITY, PERCEPTION and MOTIVATION: Meaning & Definition, Determinants of Personality, Personality Traits, Personality & OB, PERCEPTION: Meaning & Definition, Perceptual process, Importance of Perception in OB , MOTIVATION: Nature & Importance, Herzberg's Two Factor theory, Maslow's Need Hierarchy theory, Alderfer's ERG theory	08	CO1 CO2 CO3
III	COMMUNICATION, GROUPS IN ORGANISATION, LEADERSHIP and TRANSACTIONAL ANALYSIS : Importance, Types, Barriers to communication, Communication as a tool for improving Interpersonal Effectiveness GROUPS IN ORGANISATION: Nature, Types, Why do people join groups, Group Cohesiveness & Group Decision Making- managerial Implications, Effective Team Building	07	CO1 CO2 CO3
IV	LEADERSHIP ,CONFLICT, ORGANISATIONAL CULTURE: LEADERSHIP: Leadership & management, Theories of leadership- Trait theory, Behavioural Theory, Contingency Theory, Leadership & Followership, How to be an Effective Leader Nature of Conflict & Conflict Resolution TRANSACTIONAL ANALYSIS: An Introduction to Transactional Analysis ORGANISATIONAL CULTURE: Meaning & Definition, Culture & Organisational Effectiveness	07	CO2 CO3 CO4 CO5
V	HUMAN RESOURCE MANAGEMENT, ORGANISATIONAL CHANGE : Introduction to HRM, Selection, Orientation ,Training & Development, Performance Appraisal, Incentives ORGANISATIONAL CHANGE: Importance of Change, Planned Change & OB Techniques.	07	CO4 CO5 CO6
<b>Total Hours</b>		<b>36</b>	

**Essential Readings**

1. Fred Luthans, "Organizational Behavior: An Evidence - Based Approach", McGraw Hill Education; Twelfth edition, Jul 2017

**Supplementary Readings**

1. K. Aswathappa, "Organizational Behavior", Himalaya Publishing House Pvt. Ltd., 12<sup>th</sup> revised edition, 2016