

6 Generic Elective Courses

COMGE01 – Management and Organizational Behavior

Master of Commerce
Generic Elective Course: Management and Organizational Behavior

Course Type/ Course Code	Course Title	Lectures	Tutorials	Practical	Credit	Pre- requisites
COMGE01	Management and Organizational Behavior	3	1	0	4	NIL

Objective: This course introduces foundational concepts of management and organizational behavior to students from diverse academic backgrounds. It is designed to cultivate an understanding of how organizations function, how people behave in work settings, and how effective managers lead, communicate, and motivate teams. Drawing on examples from public life, Indian traditions, and contemporary practice, the course emphasizes accessible learning for non-specialists.

Learning Outcomes: Upon successful completion of this course, students will be able to:

- Comprehend the principles and functions of management.
- Explain key behavioral processes affecting individuals and teams.
- Demonstrate basic competencies in motivation, leadership, and communication.
- Recognize ethical, social, and cultural dimensions of organizational life.
- Apply insights to student initiatives, community projects, and early career experiences.

Contents:

Unit I (12 hours)

Fundamentals of management: evolution, levels and roles of managers, skills and competencies. Functions of management: planning, organizing, staffing, directing, and controlling. Contemporary trends: sustainability, diversity, digital work. Indian contributions to management: Kautilya on organization, Gandhi on trusteeship.

Unit II (11 hours)

Introduction to organizational behavior: individual behavior and differences. Personality and perception in decision-making. Values, attitudes, and learning. Caselets on student life and behavioral biases.

Unit III (11 hours)

Motivation: Maslow's hierarchy, Herzberg's two-factor theory, and contemporary perspectives. Leadership: types, traits, and styles. Communication: types, barriers, feedback mechanisms. Cultural and gender sensitivity in work environments.

Unit IV (11 hours)

Group and team dynamics: group formation, decision-making, cooperation vs. competition. Conflict: nature, sources, and resolution. Organizational ethics and values. Introduction to emotional intelligence and self-leadership. Indian approaches to self-mastery and discipline (Yoga, Gita, Jain principles).

Tutorial Exercise: Students will form cross-disciplinary teams to design a "student-led initiative" (e.g., a campus event, community outreach, or digital campaign), applying concepts of motivation, leadership, communication, and ethical planning.

Suggested Readings:

- Robbins, S. P., & Coulter, M. (2022). *Management*. Pearson.
- Griffin, R. W. (2019). *Organizational Behavior*. Cengage.
- Jones, G., & George, J. (2021). *Essentials of Management and OB*. McGraw Hill.
- Sivakumar, A. (2021). *Indian Ethos in Management*. PHI.