



**JAI HIND COLLEGE
BASANTSING INSTITUTE OF SCIENCE
&
J.T.LALVANI COLLEGE OF COMMERCE
(AUTONOMOUS)**

"A" Road, Churchgate, Mumbai - 400 020, India.

**Affiliated to
University of Mumbai**

Program : B.Com

Proposed Course : Psychology

Semester VI

**Credit Based Semester and Grading System (CBCS) with
effect from the academic year 2020-21**

T.Y. B.Com. Psychology Applied Component

Academic year 2020-2021

Semester I			
Course Code	Course Title	Credits	Lectures /Week
CPSYAC601	Foundations of Functional Organizational Behavior	4.5	03



Course Code CPSYAC601	Course Title Foundations of Functional Organizational Behavior	4.5 Credits
Learning Objectives	<ul style="list-style-type: none"> ➤ Orient students to different Leadership Practices which can be used in Organizations ➤ Impart knowledge about how Conflicts develop in Organizations and the Negotiation Processes used to resolve it ➤ Enhance understanding about how Work Groups can be changed to Work Teams for enhancing effectiveness ➤ Create awareness of stressors people face in Organizations nowadays ➤ To learn the steps employees and organizations can play in establishing Healthy Work – Life Balance 	
Outcomes	Understand the impact of Leadership styles, Conflicts, Work Teams and Stress on the Indian Workforce and Organizations	
	THEORY	3 Lectures / week
Sub Unit	Unit – I: Leadership	12 lectures
1.	a) Trait Theories of Leadership <ul style="list-style-type: none"> i. The Big 5 Model ii. Role of Emotional Intelligence, Empathy 	
2.	b) Behavioral Theories of Leadership <ul style="list-style-type: none"> i. The Ohio State Studies ii. The University of Michigan Studies 	
3.	c) The Contemporary Trend in Leadership <ul style="list-style-type: none"> i. Contingency Theory: Fred Fielder’s Contingency Model ii. Mentoring: Developing Leaders for the future 	

Sub Unit	Unit – II: Understanding Work Teams	11 lectures
1.	a) Nature of Work Group and Work Team <ul style="list-style-type: none"> i. Characteristics of Work Group and Work Team ii. Differences between Work Group and Work Team 	
2.	b) Types of Teams <ul style="list-style-type: none"> i. Problem Solving Teams, Cross-functional Teams ii. Self-managed Teams, Virtual Teams 	
3.	c) Factors for Creating Effective Teams <ul style="list-style-type: none"> i. Contextual Factors, Team Composition ii. Team Processes 	
Sub Unit	Unit – III: Conflicts and Negotiation	11 lectures
1.	a) Concept of Conflict <ul style="list-style-type: none"> i. Traditional Viewpoint, Interactionist Viewpoint ii. The Resolution-Focused Viewpoint 	
2.	b) The Conflict Process & its five stages <ul style="list-style-type: none"> i. Potential Opposition, Cognition and Personalization ii. Intentions, Behavior, Outcomes 	
3.	c) Negotiation: Bargaining Strategies <ul style="list-style-type: none"> i. Distributive Bargaining ii. Integrative Bargaining 	

Sub Unit	Unit – IV: Organizational Change and Stress Management	11 lectures
1.	a) Forces of Change i. Workforce, Technology, Economy Social Trends, Competition, Politics	
2.	b) Sources of Stress i. Environmental Stressors, Organizational Stressors ii. Personal Stressors	
3.	c) Coping with Stress i. Individual Approaches to stress ii. Organizational Approaches to Stress	
CA (Continuous Assessment)	a) Class Test: MM 20 Class Assignment: Group discussion & presentation on Negotiation Process, Consequences of Stress, Contemporary Leaders & their Leadership Styles, Effective Team & the roles of their members	
References:	Dash, C. (2013). Organizational Behavior. New Delhi: International Book House Greenberg, J. (2013). Behaviour in Organizations (10 th ed.). PHI Learning Private Limited Luthans, F. (2013). Organizational Behaviour: An evidence-based approach. Tata McGraw Hill Robbins, S.P., Judge, T. A., & Vohra, N. (2013). Organizational Behaviour. (15 th ed.). Indian subcontinent adaptation, New Delhi: Perason Education, Dorling Kindersley India Pvt. Ltd. Schultz, D., & Schultz, S. (2013). Psychology and Work Today. Pearson Shankar, M. (2013). Organizational Behaviour. International Book House Sharma, S. (2013). Organizational Behaviour. New Delhi: Tata McGraw Hill Singh, K. (2012). Organizational Behaviour: Text and Cases. New Delhi: Pearson Education	