



SARDAR VALLABHBHAI PATEL EDUCATION SOCIETY'S  
**R. N. G. PATEL INSTITUTE OF TECHNOLOGY - RNGPIT**

An Autonomous Institute u/s UGC Act 1956

Approved by AICTE & affiliated to Gujarat Technological University

Bardoli - Navsari Road, At: Isroli (tadjore), Po: Afwa, Tal: Bardoli, Dist: Surat, Pin - 394620  
Phone: 95129 00457, 95129 00458 • Email: Info@rngpit.ac.in • Website: www.rngpit.ac.in

**Program Name:** MBA

**Level:** Post Graduation

**Branch:** Logistics & Supply Chain Management

**Course / Subject Code:** 1MB1103

**Course / Subject Name:** Principles of Management and Organization Behaviour

w. e. f. Academic Year:	2024-25
Semester:	I
Category of the Course:	Core Course (CC)

<b>Prerequisite:</b>	
<b>Rationale:</b>	

**Course Outcome:**

After Completion of the Course, Student will able to:

No	Course Outcomes	RBT Level
01	Understand the interdependencies of human behaviour and the organizational effectiveness	U
02	Understand, observe and analyze the behaviour within the organizational context	N
03	Develop skills to deal with the ongoing behavioural dynamics and organizational Culture resulting in increased efficiency	A
04	Identify and apply appropriate management techniques for taking decisions and managing various functions of organization	A
05	Apply theoretical knowledge in simulated and real-life settings	A

\*Revised Bloom's Taxonomy (RBT)

**Teaching and Examination Scheme:**

Teaching Scheme (in Hours)			Total Credits L+T+ (PR/2)	Assessment Pattern and Marks				Total Marks
L	T	PR		C	Theory		Tutorial / Practical	
			SEE (TH)		IAT	CCE	SEE (P)	
4	0	0	4	70	30	50	00	150



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SEE: Semester End Examination

IAT: Internal Assessment Test

CCE: Continuous and Comprehensive Evaluation

**Course Content:**

Unit No.	Content	No. of Hours	% of Weightage
1.	<b>Principles of Management</b> Definitions and Functions of Management - Fayol's and Taylor's principles - Mintzberg's roles of managers - Managerial skills - Delegation and Decentralization - Decision making.	10	25%
2.	<b>Schools of Management Thoughts:</b> Scientific Management School - Administrative School - System School - Human Relations School - Contingency School - Idea of Hawthorne Experiments.	10	25%
3.	<b>Introduction to Organizational Behaviour:</b> Definition, Meaning, Scope and application of OB in Management - Contribution of other disciplines to OB - Emerging issues in OB - Models of OB.	10	25%
4.	<b>Individual Behaviour and Group dynamics:</b> Concept and Meaning of Personality, Perception, Attitudes and Values - Motivational Theories - Transactional Analysis - Group: Meaning and difference between Groups and Teams, Types, Stages of Formation - Conflict Management - Stress and Negotiation – Theories of Leadership.	10	25%
5.	Students will be engaged in practical activities such as case study analysis, role-playing, group projects, workshops, guest lectures, and field visits. These activities will help them apply management principles and organizational behavior concepts to real-world scenarios, enhancing their analytical, leadership, and interpersonal skills. Evaluation will be based on participation, reports, and presentations, ensuring a comprehensive understanding of theoretical knowledge in practical settings.	--	30 Marks
<b>Total</b>		<b>40</b>	<b>100</b>

**Suggested Specification Table with Marks (Theory):**

Distribution of Theory Marks (in %)					
R Level	U Level	A Level	N Level	E Level	C Level



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Where R: Remember; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create (as per Revised Bloom's Taxonomy)

**Evaluation:**

Students shall be evaluated on the following components:

A	Continuous and Comprehensive Evaluation	(Internal Assessment – 50 Marks)
	Practical activities suggested in Module V	30 Marks
	Class Presence & Participation	10 Marks
	Quiz	10 Marks
B	Internal Assessment Test	(Internal Assessment-30 Marks)
C	Semester End Examination	(External Assessment-70 Marks)

**References/Suggested Learning Resources:**

**(a) Books:**

1. Robbins, S. P., Judge, T. A., & Vohra, N. (2023). Organizational behaviour 18 Edition.
2. Udai Parek. & Sushama Khanna, (2018), "Understanding Organizational Behaviour", Oxford University Press, 4th Edition
3. Robert S. Fredman (2021). Understanding psychology 15th Edition :McGraw Hill.
4. Prasad, L. M. (2020). Principles and practice of management. Sultan Chand & Sons.

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