



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: ONLINE MBA

Course / Subject Code: 1MBDL103

Course / Subject Name: Principles of Management and Organization Behaviour

w. e. f. Academic Year:	2025-26
Semester:	I
Category of the Course:	Core Course (CC)

Prerequisite:	
Rationale:	

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

**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	50	30	20	00	100



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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.	Principles of Management 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.	Schools of Management Thoughts: Scientific Management School - Administrative School - System School - Human Relations School - Contingency School - Idea of Hawthorne Experiments.	10	25%
3.	Introduction to Organizational Behaviour: 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.	Individual Behaviour and Group dynamics: 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
Total		40	100

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 – 20 Marks)
B	Internal Assessment Test	(Internal Assessment-30 Marks)
C	Semester End Examination	(External Assessment-50 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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