

TM101: Principles of Management & Organizational Behaviour

Course Information

Particular	Details
Course Code	TM101
Course Title	Principles of Management & Organizational Behaviour
Programme	MBA (Technology Management)
Category	Foundation/Core
Credits	4
L-T-P	3-1-0
Total Contact Hours	60
Semester	I
Prerequisite	None

Course Description

This course introduces students to the principles and functions of management along with behavioural aspects influencing individual, group, and organizational effectiveness. The course develops managerial competencies required for technology managers operating in dynamic and innovation-driven organizations.

Course Objectives

The students will be able to:

1. Understand the evolution and functions of management.
 2. Develop knowledge of planning, organizing, staffing, directing and controlling.
 3. Understand individual and group behaviour in organizations.
 4. Apply motivation, leadership and communication concepts.
 5. Analyse organizational culture, change management and conflict resolution.
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Course Outcomes (COs)

After successful completion of this course, students will be able to:

CO	Course Outcome	Bloom's Level
CO1	Explain the evolution, concepts, principles and functions of management.	K2
CO2	Apply planning, organizing, staffing and controlling techniques in managerial decision making.	K3
CO3	Analyse individual behaviour, personality, perception, motivation and learning in organizations.	K4
CO4	Evaluate leadership styles, communication systems, and teamwork and conflict management practices.	K5
CO5	Assess organizational culture, organizational change, ethics and emerging management practices in technology-driven organizations.	K5
CO6	Develop managerial solutions for organizational problems through application of management and OB concepts.	K6

Course Contents

Unit I: Introduction to Management

Nature and Scope of Management, Evolution of Management Thought, Scientific Management, Administrative Management, Human Relations School, Systems and Contingency Approaches, Managerial Roles and Skills, Social Responsibility and Business Ethics

Tutorial: Case studies on management evolution.

Unit II: Functions of Management

Planning Process, Decision Making, Organizing, Delegation, Centralization vs Decentralization, Staffing, Recruitment, Selection, Performance Appraisal, Controlling Process, and Modern Control Techniques.

Tutorial: Organizational structure design.

Unit III: Individual Behaviour

Organizational Behaviour, Individual Differences, Personality, Values, Attitudes, Perception, Learning, Emotional Intelligence, Motivation Theories (Maslow, Herzberg, McClelland, Vroom)

Tutorial: Motivation case analysis.

Unit IV: Group Behaviour and Leadership

Group Dynamics, Team Building, Communication Process, Communication Barriers, Leadership Theories, Leadership Styles, Power and Politics, Conflict Management, Negotiation.

Tutorial: Leadership role play.

Unit V: Organizational Processes

Organizational Culture, Organizational Climate, Organizational Development, Change Management, Resistance to Change, Stress Management, Work-Life Balance, Ethics, Contemporary Issues in Management, Managing Innovation and Technology-based Organizations.

Tutorial: Case discussion on organizational change.

Suggested Books

Text Books

1. **Koontz, H., Weihrich, H. & Cannice, M. V. (2020).** *Principles of Management* (15th Edition). **McGraw-Hill Education.**
2. **Robbins, S. P. & Judge, T. A. (2019).** *Organizational Behaviour* (18th Edition). **Pearson Education.**
3. **Robbins, S. P. & Coulter, M. (2021).** *Management* (15th Edition). **Pearson Education.**

Reference Books

1. **Luthans, F. (2019).** *Organizational Behaviour: An Evidence-Based Approach* (14th Edition). **McGraw-Hill Education.**
2. **Drucker, P. F. (2008).** *Management: Tasks, Responsibilities, Practices* (Revised Edition). **HarperBusiness.**
3. **Robbins, S. P. & Judge, T. A. (2022).** *Essentials of Organizational Behaviour* (15th Edition). **Pearson Education.**

CO–PO Mapping

COs	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12
CO1	3	2	-	-	-	-	-	-	-	-	2	-
CO2	3	3	2	2	-	-	-	-	-	2	-	-
CO3	2	3	2	3	2	-	-	-	-	2	-	-
CO4	2	2	3	3	3	2	-	-	2	3	-	-
CO5	2	2	2	3	3	3	2	3	2	2	3	2
CO6	3	3	3	3	2	2	2	2	2	3	3	