

### **Module 3: Adolescence**

Identity: Asking “Who Am I?”

- A. Self–Concept and Self- Esteem
- B. Identity Formation: Changes or Crisis?
- C. Depression and Suicide : Psychological Difficulties in Adolescence

Relationships : Family and Friends

- A. Family Ties : Changing Relations with Relations
- B. Relationship with Peers : The Importance of Belonging

Dating and Sexual Behavior

- A. Dating and sexual relationships in the twenty- first century.
- B. Sexual Orientation : Heterosexuality, Homosexuality, Bisexuality, and Transsexualism

### **Module 4: Adulthood**

Choosing a Career

- A. Career Choices, Skill Development and Government Policies in India
- B. Gender and Career Choices
- C. Why Do People Work? More Than Earning a Living

Health

- A. Wellness and Illness: The Ups and Downs of Middle Adulthood
- B. Individual Variations in Health: Socioeconomic Status and Gender Difference

Personality Development

- A. Two Perspectives on Adult Personality Development: Normative Crisis versus Life events
- B. Erikson’s Stage of Generatively versus Stagnation

(Note: Question papers as per pre-revised syllabi will be set at the examination to be held in October, 2020 and April, 2021 for the benefit of repeater students.)

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**Shivaji University, Kolhapur**  
**B.A. (III)**  
**Choice Based Credit System**  
**(Introduced from June, 2020 onwards)**

**Semester-VI Course Code: DSE – E –214**

- (i) **Paper** **XV**
- (ii) **Title of Paper** **: Organizational Behaviour**
- (iii) **Learning Objectives:** This paper has four main learning objectives. Upon successful completion of the course students should:
1. Gain an understanding of key concepts in organizational behaviour.
  2. Gain an understanding of the idea of personality, job satisfaction and leadership.
  3. Gain an understanding of the group processes.
  4. Be able to understand the fundamental change processes of organization.
- (iv)
- | <b>Module</b>                            | <b>No. of Credits</b> |
|--|-----------------------|
| Module 1: Organizational Behaviour (OB)  | 01                    |
| Module 2: The Individual                 | 01                    |
| Module 3: Foundations of Group Behaviour | 01                    |
| Module 4: Organizational Change          | 01                    |
- (v) **Recommended Reading:**  
Robbins, S., Timothy A., Vohra, N. (2013). *Organizational Behavior* (15<sup>th</sup> Edition). Delhi: Pearson Education, Inc.

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**PAPER-XV: ORGANIZATIONAL BEHAVIOR**  
**DSE – E- 214**

**Module 1: Organizational Behavior (OB)**

Importance of Interpersonal Skills

What managers do?

- A) Management functions and roles
- B) Management skills
- C) Effective versus successful managerial activities

Challenges and opportunities for OB

- A) Responding to Globalization
- B) Improving people skills
- C) Stimulating innovation and change
- D) Helping employees balance work-life conflicts
- E) Creating a positive work environment

**Module 2: The Individual**

Personality

- A) What is personality?
- B) The Myer-Briggs Type indicator
- C) The Big Five Personality Model

Attitudes and Job Satisfaction

- A) What are the major Components of Attitudes?
- B) What are the major job attitudes?
- C) Measuring Job Satisfaction, How Satisfied are people in their Jobs?  
What Causes Job Satisfaction?
- D) The Impact of Satisfied and Dissatisfied Employees on the Workplace?

Leadership

- A) What is Leadership: Trait Theories?
- B) Behavioral Theories
- C) Contingency Theories.
- D) Charismatic Leadership and Transformational Leadership

**Module 3: Foundations of Group Behaviour**

Defining and classifying groups

Stages of Group Development: Five-Stage model

Group properties

- A) Roles and Norms

- B) Cohesiveness and Diversity
- Group Decision Making
  - A) Group versus Individual
  - B) Group Decision Making Techniques

**Module 4: Organizational Change**

- Forces for Change and planned change
- Resistance to change
- Approaches to manage organizational change
  - A) Lewin's three-step model
  - B) Kotter's Eight-step plan for implementing change
- Creating a culture for change
  - A) Stimulating a culture of innovation
  - B) Creating a learning organization

(Note: Question papers as per pre-revised syllabi will be set at the examination to be held in October, 2020 and April, 2021 for the benefit of repeater students.)

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### **SCHEME OF PRACTICAL EXAMINATION:-**

The practical examination shall be conducted at the end of each semester/term.

- The practical shall carry 40 marks.
- There shall be Two Practical of 4 Periods each per week, per batch consisting of 10 students (Total workload for practical will be 8 periods per week, per batch).
- Practical examination incorporates psychological tests, and statistical problems.
- The evaluation of the performance of the students in practical shall be on the basis of Semester Examination of 40 marks.
- Psychological tests and statistical problems should be set for semester -VI
- In the semester practical examination, the candidate has to administer one psychological test allotted to him / her and solve one statistical problem for Semester-VI
- The candidate has to bring his / her own testee/subject for practical examination.

### **STANDARD OF PASSING:**

As Prescribed under rules & regulation for each degree / programme.

### **NATURE OF QUESTION PAPER**

The candidate will be asked to administer one psychological test allotted to him / her and to write its full report.

The candidate in a practical batch will have to solve one statistical problem. As a different statistical problem has to be set, separate question paper will be set for each batch of each practical.

### **SCHEME OF MARKING**

1. Journal	:	10 Marks
2. Statistical Problem	:	10 Marks
3. Conduct	:	07 Marks
4. Report Writing	:	08 Marks
5. Oral (Tests)	:	05 Marks
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<b>TOTAL</b>	<b>:</b>	<b>40 Marks</b>