

# **Solapur University, Solapur**

## **Management Concept and Organizational Behaviour**

### **(Compulsory Paper-I)**

#### **Semester Pattern Syllabus for M.Com - I**

**(w. e. f. June 2010)**

**Lectures – Per week 4**

**Total Lectures – 60**

**Total Marks-50**

#### **Objectives:**

The objective of this paper is to help student to understand the conceptual frame work of Management and Organizational Behaviour.

### **Semester – I**

#### **Course inputs**

<b>Unit No.</b>	<b>Name of the Topic</b>	<b>Details</b>	<b>Lect./ Periods</b>
1	Managerial functions and schools of Management	Planning, Organizing, coordinating and control, Schools of Management Thoughts:- Introduction to scientific process, human behaviour and social system schools, Decision theory, quantitative and system school. contingency theory of management.	12
2	Organizational Behaviour	Organizational Behaviour Concept and significance, Contributing disciplines to OB, Relationship between management and Organizational behaviour emergence and ethical prospective.	10
3	Foundation of Individual Behaviour	Ability, personality, Learning, perception, values, Attitudes, job satisfaction.	10

4	Foundation of Group Behaviour	Group- Identification and importance, types of group, group formation, group development, group compositions, group performance factors, Team development.	10
5	Motivation	Process of Motivation, Theories of Motivation-Need Hierachy, Theory x, Theory y and Theory z. Two factor theory, Alderfer's ERG theory, Mccland's learned need theory, and Victor Vroom's expectancy theory.	12

### ***Reference Book:-***

1. Management Concepts and practices- by Manmohan Prasad.
2. Organizational Behaviour – by. L.M. Prasad.
3. Management concept and organizational Behaviour - by Sahni.
4. Management of organizational Behavior Leading human resources- by. Pul Hersey, Balanchard and Johnson.
5. Organizational Behaviour: Human Behaviour at work- by John w. Newstrom and Keith Davis.
6. Organizational Behaviour:- by stephon Robbins.
7. Management challenges in the 21<sup>st</sup> century – by Lewis, Goodman and fandt.

## Semester – II

Unit No.	Name of the Topic	Details	Lect./ Periods
1	Leadership	Concept, Leadership styles, Theories-trait Theory, behavioral theory, situational theory, and fielder's contingency theory. Harscy and Blanchard's theory, Managerial grid. Likert's four system of Leadership.	12
2	Organizational Conflict	Dynamic and management Sources Patterns, Level and types of Conflicts. Traditional and modern approach to conflicts, functional and dysfunctional organisational conflicts, Resolution of Conflict.	12
3	Stress Management	Meaning and nature of stress, causes of stress, stress and efficiency, coping with stress.	12
4	Interpersonal & Organizational Communication	Concept of two way communication, communication process, Barriers to effective communication. Types of organizational communication, improving communication, Gender differences in communication, Transactional analysis in communication.	10
5	Organizational Development	Concept: Need for change resistance to change Theories of planned change. Organizational diagnosis, Organizational development intervention. Organizational development Techniques.	10

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**Solapur University, Solapur**  
**Nature of Question Paper For Semester Pattern**  
**• Faculty of Commerce (B.Com., M.Com.)**

**Model Question Paper**  
**(w.e.f. June 2010)**

**Time: - 2 hrs.**

**Total Marks-50**

- |             |  |           |
|-------------|--|-----------|
| <b>Q. 1</b> | <b>Multiple choice questions</b><br><b>(four alternatives should be given)</b> | <b>10</b> |
|             | 1 -----  |           |
|             | (a)            (b)            (c)            (d)                               |           |
|             | 2  |           |
|             | 3  |           |
|             | 4  |           |
|             | 5  |           |
|             | 6  |           |
|             | 7  |           |
|             | 8  |           |
|             | 9  |           |
|             | 10   |           |
| <b>Q. 2</b> | <b>Answer the following</b><br><b>(Short note/Short problem/Short answer)</b>  |           |
|             | (A)  | <b>05</b> |
|             | (B)  | <b>05</b> |
| <b>Q. 3</b> | <b>Answer the following</b><br><b>(Short note/Short answer/Short problem)</b>  |           |
|             | (A)  | <b>05</b> |
|             | (B)  | <b>05</b> |
| <b>Q. 4</b> | <b>Answer any one (Long answer/Problem)</b>                                    | <b>10</b> |
|             | i)   |           |
|             | ii)  |           |
| <b>Q. 5</b> | <b>Answer any one (Long answer/Problem)</b>                                    | <b>10</b> |
|             | i)   |           |
|             | ii)  |           |

## 1. Structure of the courses :-

- A) Each paper of every subject for Arts, Social Sciences & Commerce Faculty shall be of 50 marks as resolved by the respective faculties and Academic Council.
- B) For Science Faculty subjects each paper shall be of 50 marks and practical for every subject shall be of 50 Marks as resolved in the faculty and Academic Council.
- C) For B. Pharmacy also the paper shall be of 50 marks for University examination. Internal marks will be given in the form of grades.
- D) For courses which were in semester pattern will have their original distribution already of marks for each paper.
- E) For the faculties of Education, Law, Engineering the course structure shall be as per the resolutions of the respective faculties and Academic Council.

## 2. Nature of question paper:

### A) Nature of questions.

"20% Marks - objectives question" **(One mark each and multiple choice questions)**

"40% Marks - Short notes / Short answer type questions / Short Mathematical type questions/ Problems. **(2 to 5 Marks each)**

"40% Marks - Descriptive type questions / Long Mathematical type questions / Problems. **(6 to 10 Marks each)**

- B) Objective type question will be of multiple choice (MCQ) with four alternatives. This answer book will be collected in first 15 minutes for 10 marks and in first 30 minutes for 20 marks.

Each objective question will carry one mark **each**.

- C) Questions on any topic may be set in any type of question. All questions should be set in such a way that there should be permutation and combination of questions on all topics from the syllabus. As far as possible it should cover entire syllabus.
- D) There will be only five questions in the question paper. All questions will be compulsory. There will be internal option **(40%)** and not overall option. **for questions 2 to 5.**

3. Practical Examination for B. Sc. I. will be conducted at the end of second semester.

4. Examination fees for semester Examination will be decided in the Board of Examinations.

The structures of all courses in all Faculties were approved and placed before the Academic Council. After considered deliberations and discussion it was decided not to convene a meeting of the Academic Council for the same matter as there is no deviation from any decision taken by Faculties and Academic Council. Nature of Question Paper approved by Hon. Vice Chancellor on behalf of the Academic Council.