

Understanding Organizational Behaviour Syllabus

Week/Module	Topics
Week 0	<ul style="list-style-type: none"> • Demo Video • Welcome to the course • Course Schedule • Grading Policy • Exam Details • FAQ
Week 1: Introduction to Organizational Behaviour (OB)	<ul style="list-style-type: none"> • Week 1 Learning Overview and Opening Case • Understanding Organizational Behaviour as a discipline • OB in the context of contemporary management challenges • Historical Evolution of OB as a discipline • OB as a Science: Methodological aspects • OB in Indian context: Key research and status of the discipline • How mastering OB helps in a managerial career? • Weekend Assessment
Week 2: Basic Psychological Processes at Work: Perception, Attribution, and Learning	<ul style="list-style-type: none"> • Week 2 Learning Overview and Opening Case • Understanding Psychological Processes at work: Perception, Attribution, and Learning. • Attribution processes: Understanding the causes of others' behaviour in organizations • Theories of Attribution: Heider's theory, Correspondent inference theory, Kelley's causal attribution theory • Managing Biases in Attribution at Work: Self-serving bias, Correspondence bias, Actor-observer bias • Social Learning and Role Modelling behaviour in organizations

	<ul style="list-style-type: none"> • Week 2 Learning Summary • Weekend Assessment
<p>Week 3: Personality</p>	<ul style="list-style-type: none"> • Week 3 Learning Overview and Opening Case • Understanding personality and human nature • Theories of personality • Dark triad and Abusive Personality • Personality assessment for managers • Indian perspective on Personality • Personality development for managers • Personality disorders and their implications for workplace behaviour • Week 3 Learning Summary • Weekend Assessment
<p>Week 4: Motivational Processes in Organizations</p>	<ul style="list-style-type: none"> • Week 4 Learning Overview and Opening Case • Understanding work motivation • Theories of work motivation • Self-motivation • Motivation and performance: Job design approaches • Aligning motivation, incentives, and performance • Art of motivating others • Work motivation in the Indian context • Week 4 Learning Summary • Weekend Assessment
<p>Week 5: Differences at Work: Attitudes, Job Satisfaction, and Mindset</p>	<ul style="list-style-type: none"> • Week 5 Learning Overview and Opening Case • Role of abilities and Individual differences in managerial behaviour • Understanding attitudes and their relevance for workplace behaviour • Job satisfaction: causes and consequences • Techniques for improving job satisfaction • Understanding mindset: Growth mindset and fixed mindset • Role of mindset in Business and Leadership

	<ul style="list-style-type: none"> • Growth mindset in action: Satya Nadella at Microsoft • Week 5 Learning Summary • Weekend Assessment
<p>Week 6: Understanding and Managing Team Behaviour</p>	<ul style="list-style-type: none"> • Week 6 Learning Overview and Opening Case • Nature of workplace teams and groups • Team Mindset: how to turn Individuals into Team Players • Team Roles and dynamics: conceptual foundation • Improving team collaboration and communication • Managing team performance • Implementing Psychological Safety in teams • Virtual Teams and Team Analytics • Week 6 Learning Summary • Weekend Assessment

Final Exam Details:

To secure a certificate, students are required to complete their registration and take an in-person proctored exam at a specified exam center. The link for registration will be made available once the form goes live. To earn your certification, complete the online form and pay the exam fee. Students are recommended to check the Swayam portal regularly to stay updated about any details pertaining to final exam.

Grading Policy:

Assessment Type	Weightage
Weekend Assessment	25%
Final Exam	75%

Certificate Eligibility:

- 40% marks and above in weekend assessment
- 40% marks and above in the final proctored exam

Note: To qualify for the certificate, ensure you use the same email ID for both registration and exam enrolment. Using varied email IDs will render you ineligible for the certificate.

