

*Revised Syllabus of courses of B.Com. (Banking & Insurance)*  
**SEMESTER II**  
**FYBBI**

*Core Course (CC)*  
**6. Organizational Behaviour**

<b>Sr. No.</b>	<b>Modules / Units</b>
<b>1</b>	<b>Introduction of organizational Behavior</b>
	Meaning, Nature and scope of OB, Models of OB, <b>Theories of Motivation :</b> <ul style="list-style-type: none"><li>• Maslow, Herzberg, Mc.Gregor Theory X and Theory Y, William Ouchi's Theory Z, Victor Vroom . ERG theory</li><li>• Application of the Theories</li><li>• Motivational techniques in Banking and Insurance Industry</li></ul>
<b>2</b>	<b>Group Dynamics</b>
	<ul style="list-style-type: none"><li>• Individual Behavior ( IQ, EQ, SQ)</li><li>• Group Formation, Team Building, Team Development.</li><li>• Goal Setting</li><li>• Soft Skills, Interpersonal Skills, Multicultural Skills, Cross Cultural Skills.</li><li>• Johari Window</li></ul>
<b>3</b>	<b>Organizational Culture and Change Management</b>
	<ul style="list-style-type: none"><li>• Work Culture, Ways for Making Work Culture Effective and Lively, Work Conflicts.</li><li>• Organizational Change, effects of Resistance to Change, ways to overcome resistance to change.</li><li>• Time and Stress Management.</li></ul>
<b>4</b>	<b>Organizational Development</b>
	<ul style="list-style-type: none"><li>• Meaning and Nature of OD.</li><li>• Techniques of OD.</li><li>• Importance of OD.</li></ul>