

Lesson Plan for Management Process & Organizational Behaviour

Academic Year 2023-24

Course Name: MBA	Semester: I	Paper Code: 101	Paper Name: MPOB
Credits: 03	No. of lectures allotted per week: 03		No. of Lectures for syllabus completion: 42

Learning Objectives:-

1. To expose the students to fundamental concepts of management, its process and behavioural dynamics in organizations.

Programme Outcomes (POs)	Description
PO1	Demonstrate an understanding of management concepts, principles and theories and apply them in the context of organizational work practices.
PO2	Apply analytical and critical thinking skills to analyze the dynamic business environment and identify entrepreneurial and business opportunities and risks
PO3	Prepare business strategies, develop concomitant functional and operational strategies and implement them in an integrated manner to efficiently and effectively achieve the functional goals and the business objectives.
PO4	Demonstrate an understanding of decision making processes at various levels of the organization with respect to resources mobilization and their efficient deployment and use to achieve the set goals.
PO5	Demonstrate the ability to analyze management problems, to identify and collect relevant data and to apply a creative problem-solving approach.
PO6	Identify and recommend the information technology based interventions to achieve organizational goals.
PO7	Benchmark organizational and managerial practices against the principles of good governance, ethical conduct, corporate social responsibility and the imperatives of long term societal welfare.
PO8	Demonstrate effective communication and interpersonal as well as the ability to work with the lead teams.
PO9	Develop a lifelong learning approach manifested in their attitude to learn, unlearn and re-learn and in their pursuit of excellence in professional, personal and social life.

Mapping of Course Outcome with Programme Objectives
 (1-Low, 2-Medium, 3-High)

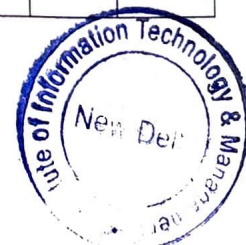
CO#	Detailed Course Outcomes	Programme Objectives								
		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
CO1	Enumerate, explain, compare and analyze the concepts, theories and principles that have evolved in specific historical contexts and informed both academic thinking and practices related to the field of management.	3	2	2	2	1	2	3	3	2
CO2	Identify and discuss the functions of management i.e. planning, organizing, leading	2	2	2	2	2	1	1	3	2

Rachita Rana

Dr. Rachita Rana

Director

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	and controlling, relate them with 2the roles of managers at d2ifferent levels of the organization and classify the skills necessary for effective performance of their functions.									
CO3	Apply the knowledge of management theory and of organizational behavior to analyze managerial issues and take decisions consistent with the organizational objectives of efficiency and effectiveness.	3	3	3	3	2	2	1	2	2
CO4	Analyze the complexities of work organizations and develop a multidisciplinary approach to address interpersonal and intra organizational issues.	2	2	2	3	3	2	1	3	2
Average		2.5	2.25	2.25	2.5	2	1.75	1.5	2.75	2

Programme Specific Outcomes (PSO)		
PSO	Attribute	Description
PSO1	Disciplinary and Interdisciplinary Knowledge	MBA graduate shall have the ability to demonstrate discipline/ interdisciplinary knowledge, coherent understanding in the management and allied areas for impact-oriented decision making.
PSO2	Critical Thinking and Analytical Skills	MBA graduate shall exhibit professional skills instilling critical and analytical thinking to enthuse problem solving abilities in different domains of management.
PSO3	Problem Solving Skills	MBA graduate shall be able to demonstrate proficiency in varied research areas through designing and implementing innovative business strategies in real-world corporate scenarios.
PSO4	Leadership and Global Imperatives	MBA graduate shall become a responsible citizen inculcating interpersonal skills, social skills, lifelong learning (learn, unlearn & relearn), entrepreneurial acumen, leadership abilities and adaptability to dynamic business landscapes.

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 Dr. Rachita Rana
 Director

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(PSOs)	Program Specific Outcomes (PSOs)	Program Outcomes (1-Low, 2-Medium, 3-High)								
		PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9
PSO1	Disciplinary and Interdisciplinary Knowledge	3	3	2	3	2	3	2	3	2
PSO2	Critical Thinking and Analytical Skills	2	3	2	3	3	2	1	1	1
PSO3	Problem Solving Skills	3	3	3	3	3	3	2	2	2
PSO4	Leadership and Global Imperatives	3	2	3	3	3	1	3	3	3
Average		2.75	2.75	2.5	3	2.75	1.75	2.25	2.25	2

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Dr. Rachita Rana
 Director
 Institute of Information Technology &
 Management New Delhi



Lecture No.	Lecture Objective	Topic Details	Methodology	Reference/Text book	Lecture Outcome	Delivered on
UNIT-I						
L1	To enable student understand Management	Overview of Unit I and Introduction to Management	L/GD	TB3, TB4		
L2	To make student understand the meaning and nature of management	UNIT-I: Meaning and Nature of Management	L	TB3, TB4		
L3	To explain the student about the history of management	Evolution of Management	L	TB3, TB4		
L4	To make students aware about the responsibilities of a manager	Tasks and Responsibilities of a Professional manager	L	TB3, TB4		
L5	To explain about Management by Objectives	Management by Objectives: Concept, significance of MBO	L	TB3, TB4		
L6	To enable student understand use of Management Concept.	Case Study: Case study on Soul Cycle	L	TB3, TB4		
L7	Quick go through of unit-1 New Topic	Revision : Unit -1 Management by Objectives	L / SLA	TB3, TB4		
L8	To assess student's knowledge on various topics covered in Unit-I	Unit Test-1	T	TB3, TB4		
UNIT-II						
L9	To discuss and explain the process and functions of management.	Overview of Unit-II and Introduction to Management as a process	L	TB3, TB4		
L10	To discuss the concept of Management as a Process	Management Process, Stages of Management Process. Introduction to Planning	L	TB3		
L11	To explain the Planning concept and process.	Planning: Concept, Process and Types of Planning and Planning Techniques	L	TB3		
L12	To discuss the concept of Directing	Directing: Introduction to Directing, Principles of Directing and the Process of Directing	L	TB3		
L13	To discuss the Concept of Controlling	Controlling: Definition and Meaning of Controlling, Controlling Process and Techniques.	L	TB3		

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L14	To make students understand the concept of Decision Making	Decision Making: The concept, importance and Models of Decision Making.	L	TB3		
L15	To enable student understand use of Management Concept.	Case Study	A2	TB3		
L16	To assess student's knowledge on various topics covered in Unit-II	Revision : Unit -II	GD, SLA	TB3		
UNIT-III						
L17	To explain about the fundamentals of Organizational Behaviour	Overview of Unit-III and Introduction to the Fundamentals of Organizational Behaviour		TB1		
L18	To describe the Nature of Organizational Behaviour	Organizational Behaviour: Nature and Scope of OB	L	TB1		
L19	To enable students Understand different OB Models	OB Models: Different OB Models, their merits and demerits	L	TB1		
L20	To make student understand the concept of Personality	Personality: Concept and Types of Personality. Brief introduction to different personality theories	L			
L21	To enable students Understand the concept of Perception	Perception: Meaning of Perception, Perceptual Process, perceptual errors	L	TB1		
L22	To make students understand the meaning and concept of Attitude	Attitude: Meaning of Attitudes, Components of Attitude, Relationship between Attitude and behaviour.	L	TB1		
L23	To make student aware about Learning Concept	Learning: The Concept of learning, Classical Conditioning Theory and Operant Conditioning Theory	L	TB1		
L24	To explain some Learning Theories to students	Reinforcement, Social Learning theory	L	TB1		
L25	To make students aware about the concept and theories of Motivation	Motivation: Concept, definition, importance and few theories of Motivation.	L	TB1		
L26	To explain students how to manage stress at work	Managing Stress at Work: The Concept of Stress, Causes and Types of Stress, Techniques to manage stress at work.	L	TB1		
L27	To make students aware about Organizational Structure	Organizational Structure: Concept and Types of organizational structure. Case Study.	L, A3	TB1		
L28	To make students understand the concept of	The Concept of Organizational Design and Structure	L/SLA	TB1		

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Dr. Rachita Rana

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	Organizational Design				
L29	To make students understand and Organizational Culture and Climate	Meaning of Organizational Culture, Climate, Elements of Organizational Culture	T		
L30	To make students aware about the Cross Cultural Organizational Behaviour	Cross Cultural Organizational Behaviour, Case Study			
L31	Quick go through of unit-III New Topic	Revision : Unit -III Organizational Culture, Organizational Design & Structure, Perception, Personality, Attitude, Learning.			
L32	To assess student's knowledge on various topics covered in Unit-III	Unit Test -II			
UNIT-IV					
L33	To introduce the concept of Groups, teams & their Dynamics	Group & Their Dynamics, Work Teams: Introduction to Unit- IV			
L34	To explain students about the concept, and types of Groups and Group Dynamics	Group Meaning, Types of Groups, Group Dynamics			
L35	To make the students aware about Teams and their types	Definition and Importance of Work Teams, Teams vs. Groups	L	TB1	
L36	To describe different stages of Team Building	Stages of Team Building and their behavioural dynamics	L	TB1	
L37	To explain the concept of Leadership	Concept and Importance of Leadership	L	T B1	
L38	To teach Leadership Styles	Different Leadership Styles and their relevance in Organizational Setup.	L	TB1	
L39	To explain Organizational Justice	Concept and Importance of Organizational Justice	L	TB1	
L40	To explain the types of Organizational Justice	Types of Organizational Justice Case Study.	L	TB1	
L41	To assess student's knowledge on various topics covered in Unit-IV New Topic	Revision : Group Dynamics, Leadership, Organizational Justice	L, A4	TB1	
L42	To assess student's knowledge on	Revision Class for entire	L, SLA	TB1	

Rachita Rana
Dr. Rachita Rana
 Director

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various topics covered in all units	curriculum				
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Teaching Pedagogy: A# -Assignment(One for each Unit), UT# - Unit Test (1 each after Unit-1 & 3), CS- Case Study, GD- Group Discussion, Q- Quiz, L- Lectures, P- Presentation, SLU- Self Learning Exercises, YTL- You Tube Lectures, RP-Role Play, T-Tutorial

Text Books:

- TB1. Robbins, Judge & Vohra, Organizational Behaviour Pearson Education.
- TB2. Greenberg and Baron, "Behaviour in Organization", Pearson Education.
- TB3. Stoner, Freeman and Kodwani, "Management", Pearson Education
- TB4. Koontz, et. Al "Essential of Management", McGraw Hill Education.

Reference Books:

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- RB2. Newstorm & Davis K., "Organizational Behaviour: Human Behaviour at Work", Mc Graw Hill Education

Dr. Latika Malhotra
Subject Faculty

Dr. Deepika Arora
HOD- MBA

Prof(Dr)Rachita Rana
Director

Rachita Rana
Dr. Rachita Rana
Director
Institute of Information Technology &
Management New Delhi



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CO2	Identify and discuss the functions of management i.e. planning, organizing, leading	2	2	2	2	2	1	1	3	2


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Dr. Rachita Rana
 Director

Institute of Information Technology & Management
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	and controlling, relate them with the roles of managers at different levels of the organization and classify the skills necessary for effective performance of their functions.									
CO3	Apply the knowledge of management theory and of organizational behavior to analyze managerial issues and take decisions consistent with the organizational objectives of efficiency and effectiveness.	3	3	3	3	2	2	1	2	2
CO4	Analyze the complexities of work organizations and develop a multidisciplinary approach to address interpersonal and intra organizational issues.	2	2	2	3	3	2	1	3	2
Average		2.5	2.25	2.25	2.5	2	1.75	1.5	2.75	2

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Prof. (Dr.) Rachita Rana
 Director
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PSO2	Critical Thinking and Analytical Skills	2	3	2	3	3	2	1	1	1
PSO3	Problem Solving Skills	3	3	3	3	3	3	2	2	2
PSO4	Leadership and Global Imperatives	3	2	3	3	3	1	3	3	3
Average		2.75	2.75	2.5	3	2.75	1.75	2.25	2.25	2

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Prof. (Dr.) Rachita Rana
 Director
 Institute of Information Technology
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L1	To enable student understand Management	Overview of Unit I and Introduction to Management	L/GD	TB3, TB4	Students were enabled to understand mgr.	13/9.
L2	To make student understand the meaning and nature of management	UNIT-I: Meaning and Nature of Management	L	TB3, TB4	Students understood meaning of mgr.	15/9
L3	To explain the student about the history of management	Evolution of Management	L	TB3, TB4	Students learnt the history of mgr.	19/9
L4	To make students aware about the responsibilities of a manager	Tasks and Responsibilities of a Professional manager	L	TB3, TB4	Students understood tasks & responsibilities of a manager	20/9
L5	To explain about Management by Objectives	Management by Objectives: Concept, significance of MBO	L	TB3, TB4	Students learnt about MBO	20/9
L6	To enable student understand use of Management Concept.	Case Study: Case study on Soul Cycle	L	TB3, TB4	Students were enabled to understand the mgr concept with the help of case.	21/9
L7	Quick go through of unit-1 New Topic	Revision : Unit -1 Management by Objectives	L/ SLA	TB3, TB4	They revised the entire unit.	21/9
L8	To assess student's knowledge on various topics covered in Unit-I	Unit Test-1	T	TB3, TB4	85% students performed upto the mark & understood the concepts. 15% needed additional support & were given remedial lectures.	4/10
UNIT-II						
L9	To discuss and explain the process and functions of management.	Overview of Unit-II and Introduction to Management as a process	L	TB3, TB4	They got an overview of the mgr as a process.	4/10
L10	To discuss the concept of Management as a Process	Management Process, Stages of Management Process. Introduction to Planning	L	TB3	They understood the stages of management process	6/10
L11	To explain the Planning concept and process.	Planning: Concept, Process and Types of Planning and Planning Techniques	L	TB3	Students learnt about the concepts & process.	6/10
L12	To discuss the concept of Directing	Directing: Introduction to Directing, Principles of Directing and the Process of Directing	L	TB3	They learnt the concept of directing.	10/10
L13	To discuss the Concept of Controlling	Controlling: Definition and Meaning of Controlling, Controlling Process and Techniques.	L	TB3	They understood the concept of Controlling.	10/10
L14	To make students understand the concept of Decision Making	Decision Making: The concept, importance and Models of Decision Making.	L	TB3	They were made to understand the decision making concept.	11/10
L15	To enable student understand use of Management Concept.	Case Study	A2	TB3	A Case study was discussed to make them apply the theoretical concepts into practical.	11/10

Rachita Rana
Dr. Rachita Rana
Director

Institute of Information Technology & Management New Delhi



L16	To assess student's knowledge on various topics covered in Unit-II	Revision : Unit -II	GD, SLA	TB3	Concepts were revised.	4/10-
UNIT-III						
L17	To explain about the fundamentals of Organizational Behaviour	Overview of Unit-III and Introduction to the Fundamentals of Organizational Behaviour		TB1	Introduced to fundamentals of OB.	13/10-
L18	To describe the Nature of Organizational Behaviour	Organizational Behaviour: Nature and Scope of OB	L	TB1	Nature & Scope of OB.	17/10
L19	To enable students Understand different OB Models	OB Models: Different OB Models, their merits and demerits	L	TB1	different OB models.	18/10-
L20	To make student understand the concept of Personality	Personality: Concept and Types of Personality. Brief introduction to different personality theories	L		Concept of Personality	18/10-
L21	To enable students Understand the concept of Perception	Perception: Meaning of Perception, Perceptual Process, perceptual errors	L	TB1	Meaning & process of perception	25/10-
L22	To make students understand the meaning and concept of Attitude	Attitude: Meaning of Attitudes, Components of Attitude, Relationship between Attitude and behaviour.	L	TB1	Concepts & components of attitudes.	25/10-
L23	To make student aware about Learning Concept	Learning: The Concept of learning, Classical Conditioning Theory and Operant Conditioning Theory	L	TB1	Meaning of learning	25/10-
L24	To explain some Learning Theories to students	Reinforcement, Social Learning theory	L	TB1	Meaning of Reinforcement	25/10-
L25	To make students aware about the concept and theories of Motivation	Motivation: Concept, definition, importance and few theories of Motivation.	L	TB1	Concept of Motivation	7/11
L26	To explain students how to manage stress at work	Managing Stress at Work: The Concept of Stress, Causes and Types of Stress, Techniques to manage stress at work.	L	TB1	Managing the stress at work	8/11.
L27	To make students aware about Organizational Structure	Organizational Structure: Concept and Types of organizational structure. Case Study.	L, A3	TB1	organization structure.	15/11.
L28	To make students understand the concept of Organizational Design	The Concept of Organizational Design and Structure	L/SLA	TB1	orgn design & structure.	14/11
L29	To make students understand and Organizational Culture and Climate	Meaning of Organizational Culture, Climate, Elements of Organizational Culture	T		Orgn Culture, elements.	17/11.
L30	To make students aware about the	Cross Cultural Organizational Behaviour, Case Study			Cross cultural behaviour	17/11-

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	Cross Cultural Organizational Behaviour						20/11
L31	Quick go through of unit-III New Topic	Revision : Unit -III Organizational Culture, Organizational Design & Structure, Perception, Personality, Attitude, Learning.				Important concepts were revised.	23/11
L32	To assess student's knowledge on various topics covered in Unit-III	Unit Test -II				80% students performed well & understood the concept. 15% students needed support & were given tutorials & remedial lectures.	23/11
UNIT-IV							
L33	To introduce the concept of Groups, teams & their Dynamics	Group & Their Dynamics, Work Teams: Introduction to Unit- IV				Introduced to the group concept	24/11
L34	To explain students about the concept, and types of Groups and Group Dynamics	Group Meaning, Types of Groups, Group Dynamics				meaning & types of groups & dynamics	24/11
L35	To make the students aware about Teams and their types	Definition and Importance of Work Teams, Teams vs. Groups	L		TB1	They were made aware of definition & imp. of work teams.	28/11
L36	To describe different stages of Team Building	Stages of Team Building and their behavioural dynamics	L		TB1	They learnt the stages of team building	29/11
L37	To explain the concept of Leadership	Concept and Importance of Leadership	L		T B1	They understood the importance of leadership.	4/12
L38	To teach Leadership Styles	Different Leadership Styles and their relevance in Organizational Setup.	L		TB1	They understood diff leadership styles	5/12
L39	To explain Organizational Justice	Concept and Importance of Organizational Justice	L		TB1	They were made aware about the concept of org. justice	5/12
L40	To explain the types of Organizational Justice	Types of Organizational Justice Case Study.	L		TB1	A Case Study on OJ was discussed to help them understand.	6/12
L41	To assess student's knowledge on various topics covered in Unit-IV New Topic	Revision : Group Dynamics, Leadership, Organizational Justice	L, A4		TB1	Revision on some important topics was done.	7/12
L42	To assess student's knowledge on various topics covered in all units	Revision Class for entire curriculum	L, SLA		TB1	The concepts were revised & previous year papers were discussed.	8/12 12/12 15/12

Teaching Pedagogy: A# -Assignment(One for each Unit), UT# - Unit Test (1 each after Unit-1 & 3), CS- Case Study, GD- Group Discussion, Q- Quiz, L- Lectures, P- Presentation, SLU- Self Learning Exercises, YTL- You Tube Lectures, RP-Role Play, T-Tutorial

Text Books:

Rachita Rana
Dr. Rachita Rana
 Director

Institute of Information Technology & Management
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Latika Malhotra

Dr. Latika Malhotra
Subject Faculty

Deepika Arora

Dr. Deepika Arora
HOD- MBA

Rachita Rana

Prof(Dr)Rachita Rana
Director

Rachita Rana

Prof. (Dr.) Rachita Rana
Director
Institute of Information Technology
& Management, New Delhi

