

Gujarat Technological University
MASTERS IN PHARMACEUTICAL MANAGEMENT-MPM
DUAL DEGREE PROGRAMME
Semester X

Subject Name: ORGANIZATIONAL DYNAMICS

Subject Code: 4310108

COURSE OBJECTIVES:

- Identify, understand, and apply various organizational theories and concepts including decision making/problem solving, motivation, leadership, team building, goal setting, conflict management, effective communication and organizational change.
- Effectively apply theory to critically evaluate administrative contexts and events in modern complex organizations, including the concept of organizations as systems.
- Understand the effects of individual, interpersonal, group/team, and organizational dynamics and interaction on organizational functions, productivity and culture.
- Identify and apply the primary characteristics, styles, and strategies of effective leadership to make appropriate decisions and plans for coordinating organizational goal and mission accomplishment.
- Identify the range of problems in the work place that can be solved through an understanding of employee behavior and how that behavior affects the organization/system.
- Identify and discuss ethical issues involved in organizational dynamics and human behavior.

Course Contents:

Module No	Module Content	Weightage
I	Introduction to organizational behavior , Understanding Groups & Group Dynamics; Group and organizational effectiveness, Phases of Group Development; Group Cohesion and Alienation; Conformity and Obedience ; Role Dynamics, The Concept and Systems of Roles, Role Analysis	18 Marks
II	Individual Stress and Organizational Stress, Coping with Stress and Burnout; Power Dynamics, Bases of Power, Power and Politics ; The Process of Empowerment, Decentralization & Delegation	18 Marks
III	leadership behavior, motivational and communication behavior ; Transformational Leadership ; Organizational Culture	16 Marks

IV	Organizational Dynamics: Social Responsibilities of Organizations, Organizational Ethics and ; Management of Diversity Values; Inter-Organizational Dynamics: Cross Cultural Dynamics; Strategic Alliances and Coalition Formation Students are required to study any organization of his/her choice and prepare the report on any of the topic related to OD	18 Marks
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Text Books

Sr. No	Author	Name of Text Book	Publisher Edition
1	Shushama Khanna	Udai Pareek's Understanding Organizational Behavior	Oxford Publication- 2011
2	Osborn Schermerhorn and Hunt Uhl-Bien	Organizational Behavior	Wiley Publication- 2013

Reference Books

Sr. No	Author	Name of Reference Book	Publisher Edition
1	John P Kotter	Organizational Dynamics: Diagnosis and Intervention	Addison Wesley Publishing Co.Ltd. London- 1998 Latest
2	Nicholas S ashford and David Coghlan	The dynamics of Organizational Level	Addison Wesley Publishing Co.Ltd. London- 1993 Latest

Scheme of Evaluation:

A	Final University Exam	70 Marks
B	Institute – Midterm Exam	30 Marks
C	Internal Evaluation	30+20 = 50 Marks

Session Plan: The course duration is of 36 sessions of 75 minutes each i.e. 45 hours.

Sr No.	Contents	Session No.
1	Introduction to organisational behaviour , Understanding Groups & Group Dynamics	1-2
2	Group and organisational effectiveness	3-4

3	Phases of Group Development; Group Cohesion and Alienation; Conformity and Obedience	5-6
4	Role Dynamics, The Concept and Systems of Roles, Role Analysis	7-8
5	Individual Stress and Organisational Stress, Coping with Stress and Burnout	9-12
6	Power Dynamics, Bases of Power, Power and Politics	13-15
7	The Process of Empowerment, Decentralization & Delegation	16-18
8	leadership behaviour, motivational and communication behaviour	19-21
9	Transformational Leadership	22
10	Organisational Culture	23-24
11	Organisational Dynamics: Social Responsibilities of Organisations, Organisational Ethics and Values	25-28
12	Inter- Organisational Dynamics: Cross Cultural Dynamics	29-32
13	Management of Diversity	33-34
14	Strategic Alliances and Coalition Formation	35-36
15	Students are required to study any organization of his/her choice and prepare the report on any of the topic related to OD	37-40