

COURSE TEMPLATE

1.	Department/Centre proposing the course	Management Studies
2.	Course Title (<i>< 45 characters</i>)	ORGANIZATION & PEOPLE MANAGEMENT
3.	L-T-P structure	3-0-0
4.	Credits	3
5.	Course number	SML 300
6.	Status (<i>category for program</i>)	
7.	Pre-requisites (<i>course no./title</i>)	
8.	Status vis-à-vis other courses (<i>give course number/title</i>)	
8.1	Overlap with any UG/PG course of the Dept./Centre	
8.2	Overlap with any UG/PG course of other Dept./Centre	
8.3	Supercedes any existing course	
9.	Not allowed for (<i>indicate program names</i>)	
10.	Frequency of offering	☐ Every sem ☐ 1 st sem ☒ 2 nd sem ☐ Either sem
11.	Faculty who will teach the course Dr. Suchi Sinha Prof. Kanika T. Bhal	
12.	Will the course require any visiting faculty?	
13.	Course objective (<i>about 50 words</i>): To familiarize the students with the basic concepts of organizational structure, culture and human resource management	
14.	Course contents (<i>about 100 words</i>) (<i>Include laboratory/design activities</i>): Lectures on Multidisciplinary perspective on organizations, Organizational structure & Design, Organizational stakeholder Ethics, Culture of Organizations, Organizational Environment, Strategy and Structure, Technology and organizational structures, Lifecycle of an organization will be supported with case studies & Exercises	

15. Lecture Outline (with topics and number of lectures)

Module no.	Topic	No. of hours
1	Multidisciplinary perspective on organizations	3.5
2	Organizational structure & design, Culture of Organizations	3.5
3	Organizational stakeholder Ethics	3.5
4	Organizational Environment, Strategy and Structure	3.5
5	Technology and organizational structures, Lifecycle of an organization	3.5
6	Role of human resource management	3.5
7	Job Analysis and jobs design	3.5
8	Manpower Planning, Recruitment and Selection	3.5
9	Performance Management, Training & Development	3.5
10	Wage & Salary Administration, Competency based HR system	3.5
11	Legal Context of human resource management	3.5
12	Leadership, Motivation, Team Building	3.5
COURSE TOTAL (14 times 'L')		42

16. Brief description of tutorial activities

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17. Brief description of laboratory activities

Module no.	Experiment description	No. of hours
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
COURSE TOTAL (14 times 'P')		

18. Suggested texts and reference materials

STYLE: Author name and initials, Title, Edition, Publisher, Year.

Textbooks

Daft, R. L. (2012). Organization Theory & Design. OH: South- Western.

DeCenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2013). Fundamentals of Human Resource Management. NY: Wiley.

Luthans, F. (2010). Organizational Behavior. McGraw- Hill.

REFERENCE Material

Anand, N., & Daft, R. L. (2007). What is the Right Organization Design? Organizational Dynamics, 36(4), 329-344.

Beatty, R. W., Huselid, M. A., & Schneier, C.E. (2003). New HR Metrics: Scoring on the

Business Scorecard. *Organizational Dynamics*, 32(2), 107-121.

Goleman, D. (2000). Leadership That Gets Results. *Harvard Business Review*, 78-90.

Herzberg, F. (1968). One More Time: How Do You Motivate Employees? *Harvard Business Review*, 87-96.

Hrebiniak, L. G. (2006). Obstacles to Effective Strategy Implementation. *Organizational Dynamics*, 35(1), 12-31.

Jarnagin, C., & Slocum Jr., J. W. (2007). Creating Corporate Cultures Through Mythopoetic Leadership. *Organizational Dynamics*, 36(3), 288-302.

Ma, H., & Karri, R. (2005). Leaders Beware: Some Sure Ways to Lose Your Competitive Advantage. *Organizational Dynamics*, 34(1), 63-76.

McClelland, D., & Burnham, D. H. (1976). Power is the Great Motivator. *Harvard Business Review*, 117-126.

Nohria, N., Groysberg, B., & Lee, L. (2008). Employee Motivation: A Powerful New Model. *Harvard Business Review*, 78-84.

Zahra, S.A., Priem, R.L., & Rasheed, A. A. (2007). Understand the Causes and Effects of Top Management Fraud. *Organizational Dynamics*, 36(2), 122-139.

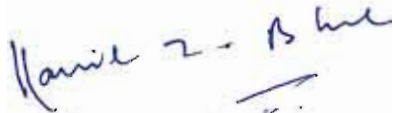
19. Resources required for the course *(itemized & student access requirements, if any)*

19.1	Software	
19.2	Hardware	
19.3	Teaching aides (videos, etc.)	
19.4	Laboratory	
19.5	Equipment	
19.6	Classroom infrastructure	
19.7	Site visits	

20. Design content of the course *(Percent of student time with examples, if possible)*

20.1	Design-type problems	
20.2	Open-ended problems	
20.3	Project-type activity	
20.4	Open-ended laboratory work	
20.5	Others (please specify)	

Date: October 2, 2013


(Signature of the Head of the Department)