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REF: VTU/BGM/OEC/2026/ 1853

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CIRCULAR

Subject: Permission to offer Open Elective Course (OEC) under the Mechanical Engineering Board of Studies - reg.

Reference: 1) VTU/BGM/BoS..../2024-25/5177, Dated: 31.12.2025
2) Chairperson ME, BoS approval dated: 20.07.2026

With reference to the request received from the affiliated colleges and based on the recommendation of the Chairperson, Board of Studies in Mechanical Engineering, the University hereby permits the offering of **BME755E - Organizational Behaviour** as an **Open Elective Course (OEC)** under the Mechanical Engineering Programme for the VII Semester B.E. (2022 Scheme) with effect from the academic year 2026-27. The syllabus of the course is enclosed with this circular for the ready reference of the faculty members and students concerned. The Department of Mechanical Engineering shall offer this Open Elective Course only to the students of other programmes/departments and not to the students of the Mechanical Engineering programme. The concerned colleges shall intimate the details of student registration for the above OEC to the Registrar (Evaluation), VTU, Belagavi, within one week from the commencement of classes.

All the Principals of the affiliated colleges are requested to circulate the contents of this circular among the concerned Heads of Departments, faculty members, and students for information and necessary action.

Encl: Syllabus

Paul 22/07/26
REGISTRAR

To,

The principals of affiliated (Constituent, Non-autonomous and autonomous) engineering colleges under the ambit of the university.

The Chairpersons/Programme coordinator of university departments at Bengaluru, Belagavi, Kalaburgi, Mysuru and Talkal

Copy to.

1. To the Hon'ble Vice-Chancellor, through the Secretary to the VC, VTU Belagavi, for information
2. The Registrar (Evaluation), VTU Belagavi, for information and the needful.
3. The Director ITI SMU, VTU Belagavi, for information and to make arrangements to upload on the VTU web portal.
4. The Special Officer, Registrar office VTU Belagavi for information.
5. The Special Officer QPDS section VTU Belagavi for the information and needful (with a copy to Mr. P. Manjunath)
6. Office copy.

Organizational Behaviour			
Course Code	BME755E	CIE Marks	50
Teaching Hours/Week(L:T:P:S)	3-0-0	SEE Marks	50
Total Hours of Pedagogy	40	Total Marks	100
Credits	03	Exam Hours	03
Course objectives: - To make students understand the fundamental concepts and principles of management, including the basic roles, skills, and functions of management. - To make students knowledgeable of the historical development, theoretical aspects, and practical application of the managerial process. - To understand the basic concepts and theories underlying individual behaviour, besides developing better insights into one's own self. - To make students aware of individual behaviour in groups, the dynamics of groups, and team building, besides developing a better awareness of how they can be better facilitators for building effective teams as leaders themselves.			
Teaching-Learning Process (General Instructions) These are sample Strategies, which teacher can use to accelerate the attainment of the various course outcomes. - Lecture method (L) does not mean only the traditional lecture method, but a different type of teaching method may be adopted to develop the outcomes. - Arrange visits to nearby sites to give brief information about the Industrial and Production Engineering structures. - Show video/animation films to explain the infrastructures and the mechanism involved in the principle. - Encourage collaborative (Group Learning) learning in the class. - Discuss how every concept can be applied to the real world—and, when that's possible, it helps improve the students' understanding. - Individual teachers can devise innovative pedagogy to improve teaching-learning.			
Module-1			
Introduction: Definition of Organization Behaviour and Historical Development: Environmental context, including Information Technology and Globalization, Diversity and Ethics, Design and Culture, and Reward Systems. Foundations of individual behavior: individual differences. Ability: Intellectual abilities, Physical ability, the role of disabilities. Attitude: Meaning, Formation, components of attitudes, relation between attitude and behavior, Aptitude, interests, Values.			
Teaching-Learning Process	Chalk and talk method, Power Point presentation and You Tube videos, Animation videos methods. Creating real time stations in classroom discussions. Giving activities and assignments.		
Module-2			
Personality: Meaning, formation, determinants, traits of personality, big five and MBTI, personality attributes influencing OB. Personality Job Fit Theory. Learning: Definition, Theories of Learning, Individual Decision Making, classical conditioning, operant conditioning, social learning theory, continuous and intermittent reinforcement.			
Teaching-Learning Process	Chalk and talk method, Power Point presentation and YouTube videos, Animation videos methods. creating real time stations in classroom discussions. Giving activities and assignments.		
Module-3			
Perception: Meaning, Process of perception, factors influencing perception, link between perception and individual decision-making.			

Teaching-Learning Process	Chalk and talk method, Power Point presentation and YouTube videos, Animation videos methods. creating real time stations in classroom discussions. Giving activities and assignments.
Module-4	
Motivation: Maslow's Hierarchy of Needs theory, Mc-Gregor's theory X and Y, Hertzberg's motivation Hygiene theory, David Mc-Clelland's three needs theory, Victor Vroom's expectancy theory of motivation. Leadership: Meaning, styles of leadership, leadership theories, trait theory, behavioural theories, managerial grid, situational theories.	
Teaching-Learning Process	Chalk and talk method, Power Point presentation and YouTube videos, Animation videos methods. creating real time stations in classroom discussions. Giving activities and assignments.
Module-5	
Group Behavior: Definition and classification of groups, Factors affecting group formation, stages of group development, Norms, Hawthorne studies, group processes, group tasks, group decision making.	
Teaching-Learning Process	Chalk and talk method, Power Point presentation and YouTube videos, Animation videos methods. creating real time stations in classroom discussions. Giving activities and assignments.
Course outcome (Course Skill Set) At the end of the course the student will be able to: • Demonstrate their conceptual skills understanding and application of principles and functions of management and to enable students basic understanding of dynamics of OB. • Evaluate the global context for taking managerial actions of planning, Organizing and Controlling and application of concepts of planning like MBO and Managerial decision making. • The Student will demonstrate ability to analyze predicting and to control behaviour of people at work for organization effectiveness. • Students to develop leadership skills and ability to motivate and work in groups to achieve organizational goals. • Understand and demonstrate their exposure towards growing complexities and recent trends in management.	
Assessment Details (both CIE and SEE) The weightage of Continuous Internal Evaluation (CIE) is 50% and for Semester End Exam (SEE) is 50%. The minimum passing mark for the CIE is 40% of the maximum marks (20 marks out of 50) and for the SEE minimum passing mark is 35% of the maximum marks (18 out of 50 marks). A student shall be deemed to have satisfied the academic requirements and earned the credits allotted to each subject/ course if the student secures a minimum of 40% (40 marks out of 100) in the sum total of the CIE (Continuous Internal Evaluation) and SEE (Semester End Examination) taken together.	
Continuous Internal Evaluation: • The CIE is the sum of Average of Two Internal Assessment Tests each of 25 marks and Any two Assessment methods for 25 marks. • The first test will be administered after 40-50% of the syllabus has been covered, and the second test will be administered after 85-90% of the syllabus has been covered. • Any two assessment methods mentioned in the 22OB4.2, if an assignment is project based then only one assignment for the course shall be planned. The teacher should not conduct two assignments at the end of the semester if two assignments are planned.	
For the course, CIE marks will be based on a scaled-down sum of two tests and other methods of assessment for a total of 50 marks. Internal Assessment Test question paper is designed to attain the different levels of Bloom's taxonomy as per the outcome defined for the course.	
Semester-End Examination: Theory SEE will be conducted by University as per the scheduled timetable, with common question papers for the course (duration 03 hours).	
1. The question paper will have ten questions. Each question is set for 20 marks. 2. There will be 2 questions from each module. Each of the two questions under a module (with a maximum of 3 sub-questions), should have a mix of topics under that module. 3. The students have to answer 5 full questions, selecting one full question from each module. 4. Marks scored shall be proportionally reduced to 50 marks.	

Suggested Learning Resources:

Textbooks

- Organizational Behaviour, Stephen P Robbins, Timothy A. Judge, Seema Sanghi, Pearson Education
- Organization Behaviour, Ashwathappa, Himalaya Publication House
- Organizational Behavior, Fred Luthans, Tata McGraw HILL
- Organizational Behavior, PGAquinas, Excel Books

Weblinks and Video Lectures (e-Resources):

- <https://www.youtube.com/watch?v=mvme79u5H0E>
- <https://opentext.wsu.edu/psych105/chapter/10-2-what-is-personality/>
- https://www.managementstudyguide.com/what_is_motivation.htm
- <https://www.techtarget.com/searchcio/definition/leadership#:~:text=Leadership%20is%20the%20ability%20of,othe%20members%20of%20an%20organization.>
- https://www.tutorialspoint.com/individual_and_group_behavior/group_behavior.htm#:~:text=Advertisements,For%20example%20%E2%88%92%20Strike.

Activity Based Learning (Suggested Activities in Class)/Practical Based learning

1. Contents related activities (Activity-based discussions)
2. For active participation of students, instruct the students to prepare Exercise problems
3. Organizing Group wise discussions and machineries issues based activities
4. Quizzes and Discussions
5. Seminars and assignments