



THIRD-YEAR OF BACHELOR OF ARTS MAJOR SOCIOLOGY (ELECTIVE) REVISED SYLLABUS ACCORDING TO CBCS NEP2020

COURSE TITLE: SOCIOLOGY OF ORGANIZATIONS

SEMESTER - VI, W.E.F. 2025-2026

**RECOMMENDED BY THE BOARD OF STUDIES IN SOCIOLOGY
AND**

APPROVED BY THE ACADEMIC COUNCIL

Devrukh Shikshan Prasarak Mandal's

Nya. Tatyasaheb Athalye Arts, Ved. S. R. Sapre Commerce and
Vid. Dadasaheb Pitre Science College (Autonomous), Devrukh.
Tal. Sangmeshwar, Dist. Ratnagiri-415804, Maharashtra, India

Academic Council Item No: _____

Name of the Implementing Institute	:	Nya. Tatyasaheb Athalye Arts, Ved. S. R. Sapre Commerce and Vid. Dadasaheb Pitre Science College (Autonomous), Devrukh. Tal. Sangmeshwar, Dist. Ratnagiri - 415804,
Name of the Parent University	:	University of Mumbai
Name of the Programme	:	Bachelor of Arts
Name of the Department	:	Sociology
Name of the Class	:	Third Year
Semester	:	Six
No. of Credits	:	04
Title of the Course	:	Sociology of Organizations
Course Code	:	A312SOT
Name of the Vertical in adherence to NEP 2020	:	Major (Elective)
Eligibility for Admission	:	Any SYBA Pass seeking Admission to Degree Programme in adherence to Rules and Regulations of the University of Mumbai and Government of Maharashtra
Passing Marks	:	40%
Mode of Assessment	:	Formative and Summative
Level	:	UG
Pattern of Marks Distribution for TE and CIA	:	60:40
Status	:	NEP-CBCS
To be implemented from Academic Year	:	2025-2026
Ordinances /Regulations (if any)	:	

Nya. Tatyasaheb Athalye Arts, Ved. S. R. Sapre Commerce and Vid. Dadasaheb Pitre Science College, Devrukh (An Autonomous College Affiliated with University of Mumbai)

Syllabus for Third Year of Bachelor of Arts in Sociology

(With effect from the academic year 2025-2026)

SEMESTER - VI

Paper No. VI

Course Title: Sociology of Organizations

No. of Credits - 04

Type of Vertical: Major (Elective)

COURSE CODE: A312SOT

Learning Outcomes Based on BLOOM's Taxonomy:

Course Learning Outcome No.	Blooms Taxonomy	Course Learning Outcome
CO - 01	Remember	To know the concept of Social Organization
CO - 02	Understand	To understand social integration on various bases
CO - 03	Apply	To familiarize students with dynamics of organizations and diverse strategies useful in developing human resources.
CO - 04	Analyze	To create an understanding of human resource planning to social development and comprehend the challenges faced by organizations in a global context.

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(With effect from the academic year 2025-2026)

SEMESTER - VI

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No. of Credits - 04

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COURSE CONTENT			
Module No.	Content	Credits	No. of Lectures
1	Unit I - Organizational Structure • Organization: Characteristics and principles of organization • Formal organizations: Relevance, types of structures, tall and flat organization and functional organization • Informal organization: Significance and impact on formal organizations	01	15
2	Unit II - Organizational Planning, Training and Development • Organizational Planning: Importance, Internal & External factors, downsizing in context to labor market • Organizational Development: Characteristics, Objectives & Process, Intervention • Need of Developing Organizations • Training and Development: Types (Orientation Training, Team Training & Cross Training, Diversity Training) • Social Organizations including leadership and the role of the State	01	15

3	Unit III - Organizational Culture and Change - Organizational Culture: Features, Cultural Dimensions, Sustaining the Culture - Creativity in Organizations: Characteristics, Creativity Inducing factors - Innovation process and change	01	15
4	Unit IV - Organizational socialization, leadership and Conflict resolution 9 lectures - Organizational socialization: Individual and organizational perspectives on socialization; Stages of organizational socialization, Induction/Indoctrination procedure - Leadership: meaning, effectiveness, qualities, skills and functions - Conflict resolution: Types of conflict situations; Causes and effects; Its Effective management.	01	15
	Total	04	60

Required Previous Knowledge:

Basic Knowledge of Social Organizations and its types are necessary before starting to learn the course.

Access to the Course:

The course is available for all the students admitted for Bachelor of Arts as a Major. The students seeking admission in other disciplines may select the course as a minor considering the terms and conditions laid down by the University of Mumbai, the Government of Maharashtra, and the college, from time to time.

Methods of Assessment:

The assessment pattern would be 60:40, 60% for Semester End Examination (SEE) and 40% for Continuous Internal Evaluation (CIA). The structure of the SEE and CIA would be as recommended by the Board of Studies and approved by the Board of Examination and the Academic Council of the college.

• References:

Books

- Ashwatthapa K. 2007. Organizational Behavior, Himalaya Publishing House, Mumbai.
- Champoux Joseph E. 2011. Organizational Behavior: Integrating individuals, groups and organizations. New York: Routledge
- Chaturvedi, Abha and Anil, (ed). 1995. The Sociology of Formal Organizations, Oxford University Press. New Delhi
- Chandan, J.S. 1987. Management: Theory and Practice. New Delhi: Vikas Publishing House.
- Luthans Fred 2005(10thed) Organizational Behavior Publication. McGraw Hill Company. Boston.
- Memoria C, Gankar, S.V. 2007, Personnel Management, Himalaya Publishing House, Mumbai.
- Miller and Form, 1979, Industrial Sociology, Harper Publishers, New York.
- Miner, John B.1992. Industrial - Organizational Psychology. New York: McGraw – Hill, Inc.
- Mullins, Laurie J. 2002. Management and organizational behavior. Essex CM20 2JE: Pearson Education Ltd.
- Robbins, S.2001. Organizational Behavior, Prentice Hall, New Delhi
- Scott S, George B, Veena V.2010.Human Resources Management, Cengage Learning India Pvt Ltd

• Web Resources:

- http://www.gucdoe.in/sites/default/files/EDU_1016_B5.pdf
- <https://www.scribd.com/document/519063406/Social-organization>

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- <https://www.tutorialspoint.com/social-organization>
- <https://www.merriam-webster.com/dictionary/social%20organization>
- <https://www.quora.com/What-is-a-social-organization-What-are-some-examples>
