

DYNAMICS OF PERSONAL GROWTH AND DEVELOPMENT

Course Objectives :

The efficacious management requires the promotion and development of some micro-level parameters including self-management. This requirement has been augmented because of the current emphasis on explaining behaviours in terms of positive parameters (such as optimism and resiliency). This course is designed to help students to acquire comprehensive knowledge regarding positive organizational behaviours (POB). The major concepts include self-efficacy, optimism, hope, resilience, emotional health, workplace well-being and spirituality in workplace. Students are also expected to apply these concepts for their self-improvement as well as improvement in the lives of other employees in organization.

Course Contents :

This course primarily deals with positive organizational behaviours (POB). It includes topics such as self-efficacy, optimism, hope, resilience, emotional intelligence, workplace well-being, spirituality in workplace, and work-life integration. Self-efficacy denotes the extent of belief that the individual can competently execute the function. Resilience refers to the capacity of preventing and minimizing the negative impact of adverse circumstances. The course offers comprehensive knowledge regarding these concepts. Students are also trained to measure them and induce them in their personal lives and in the lives of other employees in the organization.

Learning Outcomes :

At the end of the course students will

- Be able to understand the meaning and applications of positive organizational behaviours (POB)
- Be able to make self-assessment and incorporate desirable changes in their behaviours
- Be able to assess these parameters in behaviours of other employees and suggest required modifications
- Be able to arrange intervention programs in organization to improve work culture.

Dynamics of Personal Growth and Development

Credits	3
Faculty Name	Prof. FM Sahoo
Program	MBA(HRM)
Academic Year and Term	MHRM 2019-21: Term V

1. Course Description

Personal and professional growth is an essential element of corporate excellence. This requires an effective management of negative forces operating in organization. It also requires the promotion of positive resources within the individual. The objective of the present course is to help participants to acquire the skills of controlling negative forces such as helplessness and debilitating emotion. The other goal is to assist participants to develop the skills of self-efficacy, resilience and self-healing personality. The basic goal is to foster cognitive, affective and psychomotor development.

2. Student Learning Outcomes (typically 3-5 bullet points)

- **Be able to** Understand concepts of positive
- **Be able to** Assess POB dimensions behaviour
- **Be able to** Solve problems

3. Required Text Books and Reading Material

Collected and edited chapters from various sources

4. Tentative Session Plan

Session Number	Topics/Activities	Reading/Case list etc.
Session 1:	Introduction: Positive Organizational Behaviour	Luthans
Session 2& 3:	Combating Learned Helplessness	F.M. Sahoo
Session 4& 5:	Building Self Efficacy	Bandura
Session 6& 7:	Optimism	Seligman
Session 8& 9:	Resiliency	HBR
Session 10&11:	Androgyny	FM Sahoo
Session 12&13:	Emotional Intelligence	Goleman
Session 14&15:	Happiness & Well-Being	Seligman/ FM Sahoo
Session 16:	Flow Experience	Alan Carr/ FM Sahoo
Session 17:	Work life Integration	FM Sahoo
Session 18:	Workplace Spirituality	Zohar & Marshall
Session 19:	Group Presentation	
Session 20:	Integration	

5. Evaluation

- A. Quiz 10 + 10 = 20%
- B. Group Presentation = 15%
- C. Personal Learning Paper = 25%
- D. Class Involvement = 10%
- E. End-Term Examination = 30%

6. Academic Integrity

Expected norms

- Regularity in class attendance & participation
- Timely completion of assignments
- Maintenance of classroom ambience