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|  | DEPARTMENT OF MANAGEMENT STUDIESNATIONAL INSTITUTE OF TECHNOLOGYTIRUCHIRAPPALLI - 620 015, TAMIL Nadu, India |
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| **COURSE PLAN – PART I** |
| **Course Title** | **Personal Growth Programme** |
| **Course Code** | **MB 781** | **No. of Credits** | **2** |
| **Course Code of Pre-requisite subject(s)** | **-** |
| **Session** | **Jan 2019 - Apr 2019** | **Section**  |  |
| **Name of Faculty** | **Dr. S.Nivethitha** | **Department** | **MBA** |
| **Email**  | **snive@nitt.edu** | **Telephone No.** |  |
| **Name of Course Coordinator(s) (if, applicable)** | **NIL**  |
| **E-mail**  |  | **Telephone No.** |  |
| **Course Type** |  **Core course Elective course** √ |
| **SYLLABUS**  |
| **Unit I Discovering the Self** Knowing Oneself – preferences, tastes, likes dislikes and values – identification and meaning; Life script analysis, strokes and ego state analysis **Unit II Assessing the Self** Typing personality – MBTI; Emotional Intelligence – behavioural analysis and EQ mapping; right/left brain dependence; audio/visual/kinesthetic preferences; assessing stress levels and combating it **Unit III Relating to Others** communication and active listening skills; FIRO – B analysis; Johari window analysis; Conflict management styles and networking **Unit IV Moral Judgement** The question of ethics and moral judgement – exercises and discussions **Unit V Personal Transformation** The administration of enneagram; steps in personal development and transformation; REBT – theory and practice.  |
| **COURSE OBJECTIVES**  |
| *To help the participants discover their self, to relate effectively to others and to achieve personal transformation.* |
| **COURSE OUTCOMES (CO)** |
| **Course Outcomes** | **Aligned Programme Outcomes (PO)** |
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| 1. Identify their personal behavioral style and understand its effect on their individual, team and organizational performance
 | **1, 2, 3, 9** |
| 1. Adopt an appropriate style of interpersonal behavior for the variety of interactions in work
 | **2, 3, 4, 9** |
| 1. Understand and adapt to others’ communication styles and behaviour patterns; managing workplace conflicts
 | **3, 8, 9** |
| 1. Deal with difficult situations by maintaining ethical and moral standards
 | **4, 7, 8,9, 10** |
| 1. Attaining personal transformation in understanding and managing effective working relationship
 | **2,4,9** |

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|  **COURSE PLAN – PART II** |
| **COURSE OVERVIEW** |
| This course provides the familiarity on techniques required for HR analytics  |
| **COURSE TEACHING AND LEARNING ACTIVITIES** |
| **S.No.** | **Week** | **Topic** | **Mode of Delivery** |
|  1. | 2nd week of October 2018Class – 1st week(3 Contact Hours) | Knowing Oneself – preferences, tastes, likes dislikes and values – identification and meaning | Lecture - Power Point Presentation & board |
| 2. | Class- 2nd week (3 Contact Hours) | Life script analysis, strokes and ego state analysis | Lecture - Power Point Presentation & board; Article Discussion – Managing Oneself |
| 3. | Class- 3rd week (3 Contact Hours) | Typing personality – MBTI  | Lecture - Power Point Presentation & board |
| 4. | Class- 4th week (3 Contact Hours) | Emotional Intelligence – behavioural analysis | Lecture - Power Point Presentation |
| 5. | Class- 5th week (3 Contact Hours) | EQ mapping; right/left brain dependence; audio/visual/kinesthetic preferences; assessing stress levels and combating it | Lecture - Power Point Presentation & board |
| 6. | Class- 6th week (3 Contact Hours) | Communication and active listening skills; FIRO – B analysis; Johari window analysis | Lecture - Power Point Presentation & board; Activity – Guest Lecture |
| 7. | 7th week  | **Cycle Test for VI Trimester / MBA scheduled** | **Submission of brief report on project** |
| 8. | Class- 8th week (3 Contact Hours) | Conflict management styles; Stress Management and Time Management | Lecture - Power Point Presentation & board; Article Discussion on Time Management |
| 9. | Class – 9th week (3 Contact Hours) | Relating to others - Networking | Lecture - Power Point Presentation & board; Article Discussion – Effective Working Relationship |
| 10 | Class - 10th week(3 Contact Hours) | The question of ethics and moral judgement | Lecture - Power Point Presentation & board |
| 11 | Class - 10th week(3 Contact Hours) | The administration of enneagram; steps in personal development and transformation;  | Group Presentations - Power Point Presentation |
| 12 | Class – 12th week (3 Contact Hours) | REBT – theory and practice | Lecture - Power Point Presentation & board |
| 13 | January 2018 | **Trimester Exam Begins** |
| **TEXT / REFERENCES:** 1. Reaching Out: Interpersonal Effectiveness and Self-Actualization, 11/E, Millersville University by David H. Johnson (2014)
2. Goleman, Daniel, ‘Emotional Intelligence’, Bantom BOOK 1995
3. Helen Palmer, ‘Enneagram’, Harper San Franciso, 1988
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| **COURSE ASSESSMENT METHODS** |
| **S.No.** | **Mode of Assessment** | **Week / Date** | **Remarks** | **% Weightage** |
| 1. | Class Log Book/Learning/ Transformation Diary  | Throughtout the course | Individual Submission | 15% |
| 2. | Class test | 6th Week | 50 minutes | 15%  |
| 3. | Article/Case Discussion | Throughtout the course | Participation during Article/Case Discussion in class  | 20%  |
| 4. | Trimester Examination  | April 2019 | 3 Hours | 50% |
| **Note:** A. Attending all the assessments (Assessment 1 to 4) is MANDATORY for every student.B. Every student is expected to score minimum 40% (i.e., 40 marks) to pass the course. Otherwise the student would be declared fail and ‘F’ grade will be awarded. |
| **COURSE EXIT SURVEY** |
| * Feedbacks are collected before final examination through MIS or any other standard format followed by the institute
* Students, through their Class Representatives, may give their feedback at any time to the course faculty which will be duly addressed.
* The students may also give their feedback during Class Committee Meeting.
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| **ATTENDANCE:** * Minimum 75% is mandatory to write the trimester examination. Students having attendance 65% to 74% are eligible for the end semester exam only after attending the extra classes and submitting assignments. Students have to redo the course, if they have less than 65% of attendance.
* Medical Certificate / On Duty Certificate should be submitted immediately after rejoining.

**COMPENSATION ASSESSMENT:** * One compensation assessment will be given for the students those who are absent for any quizzes due to genuine reason.
* The prior permission and required document must be submitted for absence.

**ACADEMIC HONESTY & PLAGIARISM:** * Avoid usage of electronic devices at classes, test and exam.
* The students are expected to come out with their original solution for the problems given in the assignment. If found to copy from internet/other students, marks will be reduced.
* Need to maintain honesty & discipline in class room and exam hall
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| **ADDITIONAL INFORMATION** |
| * The students can get their doubts clarified at any time with their faculty member with prior appointment.
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| **FOR APPROVAL** |
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| **Dr. S. Nivethitha** |  **Dr. P. Sridevi**  |  **Dr. P.Sridevi** |
| **Course Faculty** |  **Chairman(Class Committee)** |  **HoD** |

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