

PERSONAL GROWTH AND INTERPERSONAL EFFECTIVENESS

Subject Code	: 14MBA HR412	IA Marks	: 50
No. of Lecture Hours / Week	: 04	Exam Hours	: 03
Total Number of Lecture Hours	: 56	Exam Marks	: 100
Practical Component	: 01 Hour / Week		

Objectives:

- To identify the student strengths and weaknesses as individual, as a member of a group/ organisation using personality typing.
- To enhance one's own self awareness and to understand the concepts of Neuro-Linguistic Programming (NLP), Resilience & Locus of control.
- Equip him/her with the skill and competence to apply positive psychology principles in a range of environments to increase individual and collective wellbeing
- To explore feelings and behaviour using the TA model so as to discover the inner springs of one's behaviour system.

Module I (10 hours)

Personal: Self awareness, Role, Role efficacy, Role stress, NLP Test, Emotional Intelligence, Locus of control

Module II (6 hours)

Positive Cognitive States and Processes: Resilience- Developmental and clinical perspectives; Sources of resilience in children; Sources of resilience in adulthood and later life; Optimism- How optimism works; variation of optimism and pessimism; Spirituality and well-being;

Module III (8 hours)

Personal growth: Ego states, types of transactions and time structuring. Life position, scripts and games, Strokes and Stamps

Module IV (8 hours)

Personal effectiveness-I: Understanding our Thinking Process, Managing our Internal Dialogue, Perceptual Positions for Assertiveness, Managing Conflicts, Creating Rapport , Powerful Persuasion Strategies.

Module V (10 hours)

Personal effectiveness-II: Personality theories, Personality Typing using Enneagram , Carl Jung's theory of personality types and Myers Briggs

Type Indicator test (MBTI), Trait theories- Guilford Peogut, Seven Habits of Highly Effective People , Effective Life and Time Management , Spiritual Foundations of Personal Effectiveness

Module VI (8 hours)

Interpersonal relations and personal growth: Interpersonal needs, motivation and behaviour- FIRO-B and Johari Window, Defense Mechanism in groups, T-Group, human process labs

Module VII (6 hours)

Nurturing Relationships: Meaning of relationship, Changing concepts and roles in relationships, Relationship with self – Self concept, Self acceptance, self esteem, self confidence, Power of self talk. Relationship with others – Cultivating open communication, Adjustments, compromises, give and take, empathy& Prioritization.

Teaching Methods:

Lectures, Management Games, Exercises, Assignments, Discussions, Case study, Seminars, Role Play & Process lab.

Practical Component

- NLP Workshop for students.
- MBTI Workshop for students and can test their inner personality.
- Loco Inventory scale assessment on students and can test their personality traits with their performance in exams.
- Presentation by students on Resilience and can also test their resilience level.
- FIRO-B(interpersonal relationship orientation) assessment on students.
- Activity on JOHARI window and assessment of students individually and then in groups.
- A short trip to spiritual foundations for a talk about personal effectiveness.

RECOMMENDED BOOKS:

- Development of Management Skills - Whetten & Cameron, 8/e, PHI.
- Human Relations in organizations - Robert N. Lussier, 6/e, McGraw Hill Education.
- Understanding Organizational B - Udai Pareek, Oxford University Press, 3rd edition, 2012.
- Competency Mapping Assessment and Growth - Naik G P, IHRM, 2010.

REFERENCE BOOKS:

- Handbook of positive psychology. (eds.), Snyder, C.R. & Lopez, S.J. (2002), New York: Oxford University Press.
- Science: Achieving behavioral excellence for success, Singh, A. (2013). Behavioral. New Delhi: Wiley India Pvt. Ltd.
- Theories of Personality- Calvin S Hall, 4th. Wiley India Pvt. Ltd.
- Seven habits of highly effective people - Stephen R Covey, Pocket BOOKS.
- Training in interpersonal Skills- Stephen Robbins, Pearson Education.

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TEAM

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