

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

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

Module 1: (10 hours)

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

Module 2: (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 3: (8 hours)

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

Module 4: (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 5: (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 6: (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 7:**(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.

Lab:

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

RECOMMENDED BOOKS:

1. Development of Management Skills - Whetten & Cameron, 7/e, PHI.
2. Human Relations in organizations - Robert N. Lussier, 6/e, McGraw Hill Education.
3. Understanding OB - Udai Pareek, Oxford University Press.
4. Competency Mapping Assessment and Growth - Naik G. P, IIHRM, 2010.

REFERENCE BOOKS:

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