- Presentation by students about the competency directory profiling of various positions.

COURSE OUTCOME:
At the end of the course students are able to:

1. Aquire knowledge and the various challenges of acquisition and retention of talents for competitive advantage of the organization.
2. Gain insights to develop and retain best talents in the industry.
3. Learn the concepts of competency and its usage in evaluating a person's work.
4. Adhere knowledge in the identified competencies.

RECOMMENDED BOOKS:
- Talent Management – Gowri Joshi, Veena Vohra, Cengage Learning, 2018.
- The Talent Management Hand Book – Lance A. Berger & Dorothy R. Berger, Tata McGraw Hill.
- Competence at work – Lyle M. Spencer, Signe M. Spencer. John Wiley, 1993.
- A Handbook of Competency Mapping – Seema Sangi, Response BOOKS, 2004.

REFERENCE BOOKS:
- The Talent Era, Chowdhary, Subir, Pearson Education, New Delhi.
- Appraising & Developing Managerial Performance- Rao T. V, Excel BOOKS.
- Performance Management – Herman Aguinis, Pearson Education, 2007.

CO-PO MAPPING

CO	PO				
	PO1	PO2	PO3	PO4	PO5
CO1	X				
CO2	X			X	
CO3		X	X		
CO4		X			X

PERSONAL GROWTH AND INTERPERSONAL EFFECTIVENESS

Semester	IV	CIE Marks	: 40
Course Code	18MBA HR406	SEE Marks	: 60
Teaching Hours / week (L:T:P)	3-0-0	Exam Hours	: 03
	Credits : 03		

Course Objectives:
1. To identify strengths and weaknesses as an individual, as a member of a group/organization using personality types.
2. To understand the concepts of self awareness, self esteem, NLP and Locus of Control.
3. To understand Interpersonal growth and effectiveness.

Unit 1:
Personal growth: Meaning, nature and scope of personal growth. Self-awareness and self esteem, life roles, social roles and organizational roles, role clarity and role boundaries. Ego states - Id, ego and super ego and defense mechanisms; developing a self improvement plan. Interpersonal Trust: Discovering facets of interpersonal trust through Johari Window (Openness, confidentiality, blind spot and unknown part of personality); Self disclosure, seeking feedback, self reflection and practicing new behaviors.

Unit 2:
Understanding Human Personality: Personality – Meaning & Determinants; Personality theories, Carl Jung's theory of personality Types and Myers Briggs Type Indicator test (MBTI), Trait theories - Guilford Peogut, PF 16 and Type A and B Personalities; Emotional intelligence – Meaning, Dimensions, and Emotionally intelligent Organizations. Artificial Intelligence. (basic Concept).

Unit 3:
Attitudes, beliefs, Values and their impact on behavior; Personal change – meaning, nature and requisites. Locus of control. Habit Formation – Habits of personal effectiveness. Seven habits of highly effective people.

Unit 4:
Basic functions of mind: Creativity and innovation. Blocks to creativity. Creativity processes and tools- convergent and divergent thinking. Six thinking Hats, Neuro Linguistic Programming (NLP). Pedagogy and Androgogy . Adult Learning Process; learning styles and its relatedness to personality development.

Unit 5:

Interpersonal relations and personal growth: Interpersonal needs for openness, inclusion and control. Discovering the interpersonal orientation through FIRO-B. Conflict resolution and negotiation, Time management and honoring the commitments.

Unit 6:

Transactional Analysis: Ego states, types of transactions and time structuring. Life position, scripts and games; strokes and stamps Experiential learning methodologies: T-group sensitivity training, encounter groups and appreciative enquiry.

PRACTICAL COMPONENT:

1. Conduct transactional analysis activities.
2. Discuss a Johari Window case in the class to identify how it can help each individual student to promote his/ her personal growth.
3. Students are expected to conduct an in depth study about various personality traits & TA and submit a detailed report.
4. Students have to undergo psychometric test like MBTI, FIRO-B, Big Five etc ,
5. 5.Organize a workshop on MBTI for the students to know their type and to understand the type dynamics.

COURSE OUTCOMES:

Students will be able to:

1. Understand the components of personal growth for better self actualization in profession as well as personal front.
2. Gain insights of human personality, attitudes, beliefs, values and their impact on individual behavior and to achieve organizational goals.
3. Familiarize the concepts of basic functions of mind to be more creative and innovative.
4. Gain insights in the aspects of interpersonal growth and handling conflicts, managing time, self analysis and transactional analysis.

RECOMMENDED BOOKS:

- Organizational Behaviour: Human Behavior at work – John W. Newstrom and Keith Davis, 11/e, Tata McGraw Hill, 2003.
- Human Relations in organizations – Robert N. Lussier, 6/e, Mc-Graw Hill Education.
- Development of Management Skills – Whetten& Cameron, 7/e, PHI.

REFERENCE BOOKS:

- Understanding OB – Udai Pareek, Oxford University Press.
- Theories of Personality- Calvin S Hall, 4/e, Wiley India Pvt. Ltd.
- Seven habits of highly effective people – Stephen R Covey, Pocket Books.

CO-PO MAPPING

CO	PO				
	PO1	PO2	PO3	PO4	PO5
CO1	X			X	
CO2			X		
CO3		X			
CO4					X