Gyanmanjari
Innovative University

Subject: Positive Psychology for Managers – BBA1XX12206

Type of course: Value Added Courses (VAC)

Prerequisite: Students must have basic understanding of human behavior, workplace interactions, and interest in personal development.

Rationale: This course enables students to build positive mindsets, resilience, emotional intelligence, and strengths-based managerial approaches. It helps them apply positive psychology principles to enhance workplace well-being, productivity, leadership, and team engagement.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks		Total Marks
CI	T	P	C	ESE	CCE	
2	0	0	2	50	50	100

Legends: CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; LWA - Lab Work Assessment; V – Viva voce; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

Course Content:

Sr. No	Course Content	Hrs.	% Weightage
1	**Theory Topics** ● Meaning & Importance of Positive Psychology ● Difference between Positive Psychology and Traditional Psychology ● PERMA Model (Positive Emotions, Engagement, Relationships, Meaning, Accomplishment) ● Role of Positive Psychology in Managerial Success ● Well-being and Happiness at Workplace ● The Science of Positive Emotions	05 T 07 P	20

Practical 1: PERMA Check-In
Students quickly rate themselves (1–5) on any two PERMA elements and share one simple action to improve one score.

Practical 2: Positivity in Practice
Students write one positive workplace or classroom experience and identify the positive emotion involved (joy, gratitude, pride).

Examination Style:

Sr. No	Evaluation Methods	ESE	CCE
1	**ALA 1 : PERMA in Daily Life** Students will identify one activity from their daily routine corresponding to each element of the PERMA model (Positive Emotion, Engagement, Relationships, Meaning, Accomplishment) and briefly explain how it contributes to their well-being. The activity must be prepared in a one-page PDF and uploaded on the GMIU Web Portal		10
2	**Positive Psychology Basics** What is Positive Psychology? Explain the PERMA model and its importance for well-being in student or workplace life.	10	
	Total	10	10

Theory Topics
- Introduction to Character Strengths (VIA Classification)
- Identifying and Leveraging Strengths at Work
- Building Strength-Based Teams
- Appreciative Inquiry Model
- Strength-Oriented Leadership

Practical 1: Personal Strength Identification
Students list their top three character strengths and write one line on how each strength helps them in academics or daily life.

Practical 2: Strength-Based Team Role Assignment
In small groups, each student shares one dominant strength and the group assigns simple roles (leader, planner, presenter) accordingly.

05 T
07 P

20

Examination Style:

Sr. No	Evaluation Methods	ESE	CCE
1	**ALA 2 : Personal Strengths Mapping** Students will identify their top five personal strengths and give a real example of how they		10

		have used each strength in daily life. Students will upload the PDF on GMIU Web Portal.				
	2	**Character Strengths & Application** What are Character Strengths? Explain any two character strengths and their importance in work or student life	10			
		Total	10	10		
3		**Theory Topics** - Concepts of Positive Leadership - Psychological Capital (Hope, Efficacy, Resilience, Optimism – HERO Model) - Creating Motivational Work Environments - Positive Communication and Managerial Influence - Role of Empathy, Gratitude & Compassion in Leadership **Practical 1:** Analysis of a Positive Leader Students will choose a business leader of their choice and identify at least 4 positive leadership traits they exhibit. They will explain how these traits motivate employees. **Practical 2:** Gratitude Letter Exercise Students will write a gratitude letter to someone (faculty, family, or mentor) explaining how that person's actions have positively contributed to their personal or academic growth. **Examination Style:**			05 T 07 P	20

Sr. No	Evaluation Methods	ESE	CCE
1	**ALA 3 : Positive Leader Example** Students will select a business leader (local or famous) and list four positive leadership qualities they admire, explaining each in simple terms. Students will upload the PDF on GMIU Web Portal.		10
2	**Workplace Strength Application Task** Students will choose any 3 strengths and create a plan on how they can apply these strengths in real workplace scenarios. Submit as a workplace application sheet.	10	
	Total	10	10

4		**Theory Topics** - Concept & Importance of Mindfulness - Mindfulness Practices for Managers - Understanding Emotional Intelligence (EI)			05 T 07 P	20

- EI Components: Self-Awareness, Self-Management, Social Awareness, Relationship Management
- Mindful Decision-Making
- Stress Reduction Techniques

Practical 1: Daily 5-Minute Mindfulness Practice
Students will follow a 5-minute mindfulness routine for 5 days and prepare a reflection note on how it affected their focus, mood, and stress levels.

Practical 2: EI Assessment Activity
Students will complete a simple Emotional Intelligence questionnaire and identify 3 areas to improve. They will explain how strengthening these EI components can enhance managerial decision-making.

Examination Style:

Sr. No	Evaluation Methods	ESE	CCE
1	**ALA 4: Emotional Intelligence Self-Check** Students will list four situations where they used emotional intelligence (controlling anger, understanding others, staying calm, helping someone) and explain how EI helped in each case. Students will upload the PDF on GMIU Web Portal.		10
2	**Job Role Strength Match Simulation** Students pick any job role (HR, marketing, finance, operations, etc.) and map 5 strengths required for that role with justification.	10	
	Total	10	10

5	**Theory Topics** • Elements of a Positive Workplace Culture • Job Crafting & Work Engagement • Positive Team Dynamics • Psychological Safety at Workplace • Work–Life Balance & Employee Well-being Initiatives • Positive Organizational Behaviour **Practical 1: Field Visit – Workplace Culture Observation** Students will visit an organization (office/hotel/store/industry) and observe elements of employee positivity team bonding, recognition, communication, environment. They will prepare a short observation report.	05 T 07 P	20

Practical 2: Designing a Positive Workplace Initiative
Students will design a small initiative (like a weekly appreciation board, stress-free break zone, positive message wall, or peer appreciation system) and explain how this initiative can improve employee morale.

Examination Style:

Sr. No	Evaluation Methods	ESE	CCE
1	**ALA 5 : Identify Supportive Work Practices** Students identify supportive policies or behaviors in a workplace that help employees feel safe, valued, and motivated. Students will create a report and upload it on the GMIU Web Portal.		10
2	**Team Appreciation Exercise** Students will form small groups (3–4 members) and write one appreciation note for each member highlighting their strengths. They will then compile and upload the appreciation set as PDF.	10	
	Total	10	10

Suggested Specification table:

Distribution of Marks (Revised Bloom's Taxonomy)					
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage %	20%	20%	20%	30%	10%	0%

Note: This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand and apply the core concepts and principles of positive psychology for personal and professional growth.
CO2	Identify and evaluate factors that enhance positive emotions and overall well-being in everyday life and workplace settings
CO3	Recognize personal and team strengths and apply strength-based techniques for effective managerial decision-making
CO4	Demonstrate positive leadership behaviors and apply positive psychology practices to improve team performance and relationships.
CO 5	Integrate positive psychology concepts to design practical interventions that foster motivation, resilience, and workplace well-being.

Instructional Method:

The course delivery method will depend upon the requirement of content and needs of students. The teacher, in addition to conventional teaching methods by black board, may also use any tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory.

The internal evaluation will be done on the basis of the Active Learning Assignment.

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in the laboratory.

Reference Books:

[1] Seligman, M. E. P. (2011). Flourish: A visionary new understanding of happiness and well-being. Free Press.

[2] Cameron, K., & Spreitzer, G. (Eds.). (2012). The Oxford handbook of positive organizational scholarship. Oxford University Press.

[3] Lopez, S. J., & Snyder, C. R. (Eds.). (2022). The Oxford handbook of positive psychology (3rd ed.). Oxford University Press.

[4] Achor, S. (2010). The happiness advantage: How a positive brain fuels success in work and life. Crown Business.

[5] Rath, T., & Clifton, D. O. (2004). How full is your bucket? Positive strategies for work and life. Gallup Press.

Suggested Assessment Guidelines:

SEE	Topic	Criteria	Marks	Description
1	Positive Psychology Basics	Meaning and Concept	05	How clearly the timeline is presented, organised, and easy to understand
		Importance and Application	05	Quality of self-reflection identifying strengths, learning, and personal insight.
2	Character Strengths & Application	Meaning and Explanation	05	Correct definition of character strengths and clear explanation of any two strengths.
		Character Strengths & Application	05	Simple explanation of how the selected strengths are useful in work or student life, supported by relevant examples.
3	Workplace Strength Application Task	Relevance of Strength Selection	05	Appropriateness and clarity of chosen strengths.
		Practicality of Workplace Application	05	How practical, realistic, and actionable the described applications are.
4	Job Role Strength Match Simulation	Accuracy of Strength–Role Mapping	05	How well strengths align with job requirements. Characteristics and behavior.
		Justification Quality	05	Strength of reasoning behind each match.
5	Team Appreciation Exercise	Quality of Appreciation Statements	05	Specificity, positivity, and clarity of appreciation messages.
		Strength Recognition Accuracy	05	How well each note reflects actual observed strengths.