

Indian Institute of Technology Kanpur

New Course Proposal

- 1. Course Title:** Positive Organisational Behaviour for Managers
- 2. Course Number:** MBA7xx
- 3. Credits:** 3-0-0-0 [05]
- 4. Duration of Course:** Modular
- 5. Proposing Department:** Department of Management Sciences
- 6. Other Departments/IDPs** which may be interested in the proposed course:
- 7. Other faculty members** interested in teaching the proposed course:
- 8. Proposing Instructor(s):** Amit Shukla

9. Course Description: This course aims to help participants explore positive dimensions of their existence through emphasis on their strengths, wellbeing and meaningfulness. Highly relevant to management education, POB has an empirically established association with leadership effectiveness and employee engagement through enhanced self-awareness. More recently, its positive impact in mitigating digital and remote work-related challenges (like quiet quitting, isolation, alienation) has also been documented. In this course, participants will learn to apply various POB frameworks and related insights to achieve personal growth, create thriving and high-performing organisations. Evaluation will be continuous and combine components like class participation, structured reflection, practicum, and a final applied project. In addition to exposure to Western POB frameworks, the application of Indian Knowledge System (IKS) toward holistic workplace positivity will enable a pragmatic and well-grounded re-contextualisation of these concepts.

A. Contents:

S. No.	Topics	No. of Lectures
1	Introduction to POB: Evolution from traditional OB to strengths-based POB; foundations in positive psychology; role in enhancing managerial effectiveness and leadership capability; relevance in addressing contemporary workplace challenges such as burnout, disengagement, and digital/remote work stress	04
2	Existing POB Frameworks: Values in Action (VIA) character strengths inventory; PERMA model of wellbeing; hedonic vs. eudaimonic wellbeing; emotional intelligence and self-regulation; psychological capital and psychological ownership; fixed vs. growth mindset; strengths-based development and job crafting; positive relationships, trust and psychological safety in groups	05
3	Application of IKS and its integration with the existing frameworks: Workplace spirituality; continuous learning and self-development; mindfulness (through <i>sakshi bhava</i>); meaning and purpose at work (through <i>dharma</i>); positive leadership approaches (through <i>nishkama karma</i>); equanimity (<i>samatva</i>) and ethical decision-making; integration of IKS concepts with contemporary POB frameworks to develop contextually grounded managerial practices	05

B. Pre-requisites (if any): None

10. References:

- Nelson, D. L., & Cooper, C. L. (2007). *Positive organizational behavior: Accentuating the positive at work*. SAGE Publications.
- Joseph, S. (Ed.). (2015). *Positive psychology in practice: Promoting human flourishing in work, health, education, and everyday life* (2nd ed.). Wiley.
- Seligman, M. E. P. (2002). *Authentic happiness: Using the new positive psychology to realize your potential for lasting fulfillment*. Free Press.
- Malhotra, R. (2011). *Being different: An Indian challenge to Western universalism*. HarperCollins India.
- Das, G. (2009). *The difficulty of being good: On the subtle art of dharma*. Oxford University Press.
- Balasubramanian, S. (2021). *Dharmanomics: Rethinking economics the dharmic way*. Bloomsbury India.
- Sharma, B. R. (1987). *Not by bread alone*. SRC Publishers.
- Bregman, R. (2020). *Humankind: A hopeful history*. Little, Brown and Company.



Dated: 17/04/2026

Proposer: Amit Shukla

DUGC/DPGC Convener:

Dated:

This course is approved/not approved.

Chairman, SUGC/SPGC:

Dated: