

**Personality Development 2 (1+1)**  
**COURSE OUTLINE**

Sl. No.	CONTENTS
1	Personality: Definition, Nature of personality, <b>theories of personality</b> ; (Psychoanalytic Theories, Behavioural Approach to Personality, Humanistic Approach to Personality and Trait Theories of Personality), <b>Types of personality</b> ; (Introversion, Self-absorption, Extroversion, Self-Confidence, Gregarious, Pleasantness, Agreeableness, Narcissism, Self-Importance, Apprehensive Hesitant and Diffident)
2	Humanistic approach Maslow's self-actualization theory; Abraham Maslow: Hierarchy of needs, Carl Roger: Focus on self, Shaping of personality, Determinants of personality
3	Myers-Briggs Typology Indicator (Extroversion-introversion (E-I), Sensation-intuition (S-N), Thinking-feeling (T-F), and Judgment-perception (J-P)), Locus of control and performance,
4	Type A Behaviours (competitive, Time Urgent, Hostile and Aggressive) and Type B Behaviours (Relaxed, Patient and Easy going), Personality and Organizational Behaviour.
5	Foundations of individual behavior {B= f (P, E, O)} and factors influencing individual behavior (Personal, Psychological, Organizational system and resources and Environmental factors), <b>Models of individual behavior</b> (Theory X and Theory Y, Economic and Self-actualization Theory, Behavioristic and Humanistic Theory, Rational and Emotional Theory)
6	Perception and attributes, <b>Types of attributes</b> ; (Simple attribute, Composite attribute, single Valued attribute, key attribute, derived attribute and multivalued attribute) and <b>factors affecting perception</b> (Factors in perceiver, factors in situation, factors in target), Attribution theory and case studies on Perception and Attribution.
7	Learning: Meaning and definition. <b>Types of theories</b> ; (Behaviorism theory, Cognitive theory, Adult learning theory, Connectivism theory, Social learning theory and Constructivist theory) and <b>Principles of learning</b> ; (Principle of Readiness, Principle of Intensity, Principle of Learning, Principle of Association, Principle of Reinforcement, Principle of Recency, Principle of Effect)
8	<b>Learning behavior types</b> ; (Habituation, Sensitization, Imprinting, and Conditioning) and <b>Organizational behavior types</b> ; (Autocratic behaviour, Democratic behaviour, Laissez-faire behaviour, Bureaucratic behaviour, Transformational behaviour, Transactional behaviour and Servant behaviour) <b>Learning and training, types of training</b> ; (Induction, On-the-job and Off-the-job), <b>learning feedback</b> .
9	<b>Attitude</b> and its types; (Positive Attitude, Negative Attitude, Neutral Attitude, Proactive Attitude, Reactive Attitude, Assertive Attitude and Aggressive Attitude) and <b>Values</b> and its types; (Behavioural, Interpersonal, Social, Business and Cultural values)

10	<b>Intelligence-</b> types of Intelligence; (Linguistic, Logical-Mathematical, Bodily-kinesthetic, Spatial, Musical, Interpersonal and Intrapersonal), <b>theories of intelligence;</b> (Spearman's two factor theory of intelligence, Thurstone's theory of intelligence, Guilford's structure of intellect theory, Cattell's theory of intelligence, Gardner's theory of multiple intelligences, Sternberg's triarchic theory of intelligence, PASS theory of intelligence and Cross-cultural conception of Intelligence) <b>Measurements of intelligence;</b> (Verbal Comprehension, Visual Spatial, Fluid Reasoning, Working Memory and Processing Speed), <b>factors influencing intelligence;</b> (Genetics and Environmental factors)
11	<b>Intelligence, its types;</b> (Logical-Mathematical Intelligence, Linguistic Intelligence, Interpersonal Intelligence, Intrapersonal Intelligence, Musical Intelligence , Visual-Spatial Intelligence, Bodily-Kinaesthetic Intelligence, Naturalist Intelligence and Existential Intelligence) and <b>Organizational behavior, their models;</b> (Autocratic model, Custodial model, Supportive model and Collegial model)
12	<b>Emotional intelligence,</b> its components; (Empathy, Effective communication or Social skills, Self-awareness, Self-regulation and Motivation)
13	<b>Motivation theories, types;</b> (Maslow's hierarchy of needs, Vroom's expectancy theory, Incentive theory, Herzberg's two factor theory, and McClelland's acquired needs theory) and <b>Principles</b> (Motivation is a key to change, Motivation is dynamic, NOT static, Motivation is influenced by internal and external factors, Motivation is influenced by social interactions and Motivation can be modified.)
14	<b>Teamwork, types;</b> (Functional teams, Cross-functional teams, Self-managed teams, Troubleshooting teams, Project team and Task-force teams) and <b>group dynamics, stages;</b> (Forming, Storming, Norming, Performing, and Adjourning)
<b>PRACTICAL</b>	
1	MBTI personality analysis
2	Learning Styles; (visual learning styles, auditory learning style, kinesthetic learning style and reading/writing learning style) and Strategies,
3	Motivational needs
4	Firo-B. Interpersonal Communication
5	Teamwork and team building
6	Group Dynamics, Win-win game, Conflict Management, Leadership styles
7	Case studies on Personality and Organizational Behavior.

