

Unit 1

Positive Organisational Behaviour – Introduction, Origin- Humanistic Psychology, Historical Underpinnings of Positive Psychology, Origin of Positive Psychological Behaviour. Psychological Capital, Eustress at Work. Positive Engagement and Performance- Self-Engagement at Work, Flow, Mindfulness, Goal Seeking and Goal Setting, Meaningfulness of Work, Benefits and Possible Costs of Positive Core Self-Evaluations

Unit 2

Positive States, Traits and Processes - Positive Emotion in Organizations, Thriving in Organizations, Explaining Vigour, Antecedents and Consequences of Vigour, Positive Role of Political Skill in Organizations, Forgiveness in Organizations

Unit 3

Positive Communication and Decision-Making- Communication, Connectivity, Dynamic Patterns of Communication, Leadership and Positive Communication, Best Self-Feedback. Decision-Making- Emotions in Decision-Making, Micro-Decision-Making, Factors influencing Decision-Making, Moving from Decision-Making to Sense-Making

Unit 4

Positive Relationships at Work- Positive Team Work, High Quality Working Relationships. Positive Transformation- Key Processes of Flourishing and Inspiring Workplaces, Transformative Collaboration Approach to Change, Patterns of Organizational Life, Positive Strength through Communication Competence and Interpersonal Interdependence

Unit 5

Positive Sustainable Growth- Psychological Capital in organizations, Appreciative Inquiry, Positive Profusion, Theory of Growth of Positive Organization, Positive organisational Scholarship, Three-Circle Strengths Revolution. Positive Leadership and Change- Ethical Leadership, Leadership Change Behaviour, Effective Leadership Behaviour

TEXT BOOKS/REFERENCES:

1. Sarah Lewis (2011). *Positive Psychology at Work*. Wiley-Blackwell Publications.
2. Carolyn M Youssef –Morgan & Fred Luthans (2007). Positive Organizational Behaviour in Workplace: The impact of Hope, Optimism and Resilience. *Journal of Management*, 33 (5), 774-800. Retrieved 20/11/2018 from https://www.researchgate.net/publication/211396462_Positive_Organizational_Behavior_in_the_Workplace_The_Impact_of_Hope_Optimism_and_Resilience/download
3. Debra Nelson & Cary L Cooper (2007). *Positive Organizational Behaviour*. Sage Publications.

4. Luthans, F., Youssef, C. & Avolio, B. (2006). *Psychological Capital: Developing the Human Competitive Edge*. Oxford University Press.
5. Luthans, F., & Youssef, C. M. (2007). Emerging positive organizational behaviour. *Journal of Management*, 33, 321-349.