**Module Name:** Personality Development (PD)

**Module Code:** NP-LBEF002

Version: September 2023

Module Leader: Asst. Prof. Bittoo Kumar Sharma

**Evaluation Specification Table**

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| 1. | Demonstrate the ability to utilize leadership skill, employability and corporate skill in an organization.( MQF3, MQF5, MQF7, MQF8 ) | Individual Interview (Personality Test) |
| 2. | Demonstrate and apply knowledge and understanding of the concepts of time management and stress management in an organization(MQF1, MQF2, MQF4, MQF6 ) | Group Assignment |
| 3. | MQF1 - Showcase the Concept Knowledge, MQF4 - Values, attitudes, professionalism and ethics | Group Presentation |

This is a group assignment represents 40% of the total marks for this module. The write-up for this assignment carries 40% and the remaining 10% for its presentation.

Students are required to choose and select **an organisation** of their own choice and to use it as a case study for answering the dynamic changes that have happened in the Individual’s Personality.

**Individual Interview (Personality Test) 50%**

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| 1. | Demonstrate the ability to utilize leadership skill, employability and corporate skill in an organization.( MQF3, MQF5, MQF7, MQF8 ) | Individual Interview (Personality Test) |

This is a group assignment represents 50% of the total marks for this module.

Students are required to appear in the interview along with updated CV and Cover Letter maintaining proper formal attire.

The interview will be about 10–15 Minutes to Evaluating Communication Skills, Understanding Motivation and Drive, Assessing Problem-Solving and Decision-Making, Evaluating Emotional Intelligence, Identifying Cultural Fit, Assessing Integrity and Ethics, Diagnosing Psychological or Behavioural Issues

Overall personality report (Dressing, eye contact, confidence, communication skills etc.)

*Students are required to record the whole interview in coordination with penal module leader and submit it to the Moodle for the final evaluation.*

(**Total: 100 Marks)**

**Group Assignment 40%**

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| 2. | Demonstrate and apply knowledge and understanding of the concepts of time management and stress management in an organization (MQF1, MQF2, MQF4, MQF6 ) | Group Assignment |

**Group Assignment Question**

**Life Story Case Study (Group Report) 40%**

Conduct a life story interview with an adult who differs from you in terms of age, gender, sexual orientation, ethnicity, race, class, or culture. Create your own questions based upon what you have learned in the class, what interests you about the person’s life, and from any relevant sources.

**Plan for an approximately 20-30 minute interview.**

**Theme:** Use follow-up questions to highlight areas of the person’s development that stand out for you in the course of the interview. As you’re talking with them, be thinking of what, developmentally, this person needed at different points, what they had that they needed to deal with the events and challenges of their life, and what they may have needed in terms of developmental learning.

**Recording and Mapping:** You will need to record either the audio or the video of the interview (*video preferred*).

**Case Report Writing:** Listen to the recorded version of the interview carefully and write the **“Case report”** in group of **5-10 Students,** highlighting various relevant theories, interesting themes or title, various questions, strengths & weaknesses, different challenges of the individual's life journey, inspiration, what they need to focus in terms of individual personality development and your own learning out of the interview.

**In written report, students are advised to include some important factors as;**

* Whom did you interview?
* Why?
* Where?
* Under what conditions?
* Did the interview go as planned?
* Were there surprises?
* Were there themes that emerged in the process?
* How did you do as interviewer?
* What did you learn from the interview process?

**Guidelines for Writing Format**

**Case Study Group Report (100 Marks)**

1. Title Page (5 Marks)
2. Executive summary (5 Marks)
3. Table of content
4. Acknowledgement
5. Aim and Objective of the study (5 Marks)
6. Introduction (5 Marks)
7. Define Personality Development (5 Marks)
8. Explain Various Personality Traits (5 Marks)

**Research/ Case Study** (40 Marks)

* About selected company and individual
* Various relevant personality developmental theories
* Various questions and responses
* Various strength and weaknesses of the selected individual
* Life Journey of the individual (Challenges and opportunities)
* Impact in individual life and towards the society/organization
* Source of inspirations
* Developmental need
* Various relevant factors
* Your own leaning experiences out of the interview

1. Recommendations (10 Marks)
2. Conclusion (10 Marks)
3. References (10 Marks)

(**Total 100Marks)**

# The report must follow the standard academic format:

* Font Type : Times New Roman
* Font Size : 12 pts
* Line Spacing : 1.5
* Headings Only: 14 pts

**Please pay particular attention to the following:**

* The Executive Summary should be no more than one page, but it should excite interest for the reader, other than the assessor, to read the whole report.
* Bibliography/references should be listed according to **the APA referencing style** with the authors listed in alphabetical order.

**Assessment Guidelines**

**Grading Criteria**

Level 1 modules require that work carried out will incorporate most of the following features:

**Fail (Below 50 marks):**

* The report will lack the structure, content and use of appropriate terminology that would be expected from a student able to make appropriate conclusions following a critical evaluation of a range of theoretical developmental theory.
* The report will not demonstrate ability for group thought and is therefore unlikely to contain a recognizable critique of academic literature although it may “list” some theories/concepts that might, or might not, apply.
* The report will not balance academic theory and the practical application of such to a well-described developmental issue.
* The report will provide little, if any, evidence of the students having "read around" the subject matter. As such the essay will contain few, if any, academic references or, if they do, sources are unlikely to be consistently and/or accurately cited and referenced using Harvard.
* The essay may be inconsistent in approach as well as content - sometimes minor areas, or inappropriate theories, might be discussed at length while relevant or seminal theories are omitted all together. Indeed it may not be clear exactly which theoretical area or practical problem the student is critically analyzing in the report

**Pass (50 to 64 marks):**

* Sufficient issues are addressed in order to distinguish between the rote learning student and those students with the ability to generate a required level of group thought processes but which is inadequate to achieve a distinction due to inconsistency or due to insufficient understanding.
* Use of structure and terminology that shows an ability to undertake personality analysis.
* Content and structure that indicates an ability to analyze, evaluate and make logical conclusions regarding the personality issues that encompasses both practical examples and theoretical elements.
* Evidence that the theory behind the practical application of personality development concepts is clearly understood but with certain aspects of the analysis being covered more extensively than others that indicates a less insightful critique of particular concepts.
* Use of more dated, limited or unrelated academic referencing showing literature review and research technique that is short of a distinction level.

**Merit (65 to 74 marks)**

* Evidence of a full understanding of the possibilities and limitations of the methodologies and models employed.
* Evidence of ability to make a sustained argument using appropriate evidence.  
  Evidence of ability to critically evaluate evidence and synthesize generalizations.
* Evidence of an appropriate level of critical analysis and judgment including justification of the criteria.
* Appropriate reading with effective use of a range of relevant sources.  
  Effective deployment of reading in supporting arguments.
* A good grasp of the requirements necessary to conduct an analysis of practical issues; an ability to critique concepts from the literature reviewed; and to make clear and practical conclusions to resolve the issues faced.

**Distinction (Above 75 marks):**

* Structure and content that distinguishes it as being well rounded in both structure and content with practical and theoretical aspects of the paper being more balanced and with conclusions put forward based on sound theory that shows theoretical evidence.
* Strong evidence of having read extensively around the chosen individual for the interview with extensive referencing of the key theories and arguments proposed and which encompasses the creative application of academic knowledge in such a way that it may well lead to the extension of such academic knowledge.
* Consistency in the arguments used to evaluate and critically analyze the strategies and theories reviewed as well as in the utilization of basic analytical tools.

**Group Presentation 10%**

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| 3. | MQF1 - Showcase the Concept Knowledge, MQF4 - Values, attitudes, professionalism and ethics | Group Presentation |

**Group Presentation:** Each groups need to prepare PPT Slides for reporting the interview experience in the Life Story Case Study of the selected individual.

**All the PPT should include various major factors, refer the below mentioned guidelines for your reference;**

* All PPTs’ must have at least 15-20 Pages
* Present your report within 20-30 Minutes
* All PPTs’ should equipped with appropriate and relevant pictures and graphics
* Maintain overall body language and appearance while presenting

The student delivered the material in a clear and structured manner. (5 Marks)

The student was knowledgeable about the topic and any related issues. (5 Marks)

The student answered questions effectively. (5 Marks)

Student maintained overall dressing, body language and eye contact (5 Marks)

**(Total: 20 Marks)**

**\*\*\*\*\*End of the Assignment\*\*\*\*\***