

12/9/23

Mach refers to the degree to which individual practical in his approach & maintains emotional distance from others.

Those who are high in Machiavellianism are very good in manipulating others & tries to win peoples at any means. They are highly persuasive in nature. They are highly productive in their jobs, have bargain skills & in job, offers substantial rewards for the achievement of goals.

Risk Taking Personality.

Quick & fast in decision making

Type A Personality

They are high achievers in less time.

Very ambitious, achievement oriented.

They are fast in speaking, eating, walking.

They are involved in more activities (multitasking)

They emphasise on numbers & quantities & measure the success in quantitative type.

Type B Personality.

They are not at all obsessed with achievement perfection, unorganised, easy going, does not take stress. There is no sense of urgency, they are not impatient. They don't consider difficult situation as stress, they carry easily.



Q Do Type A differ from Type B? Do ~~they~~ <sup>type A</sup> differ from type B in ability to get hired?

→

Type A will do better in interviews; but type B will also get hired

### # Attitude :

How your behaviour works with the belief system.  
Attitude is a mirror of mind.



Activity

(known to self)

self

(unknown to self)

Open Area or Arena

Blindspot

able, caring, friendly, giving,  
silly, trustworthy,  
confident, kind, happy  
observant,  
sentimental, sympathetic  
empathetic

religious, dependable,  
adaptable,  
accepting, cheerful, clever,  
~~empathetic~~, energetic,  
helpful, kind, knowledgeable  
organized, warm

(known to others)

Others



Hidden Area

Unknown self

sensible, ~~sentimental~~,  
~~observant~~, ~~kind~~,  
~~tense~~ tense,

or Akash  
Space element. because  
when at night I see stars in  
sky; it tells to <sup>rise</sup> shine  
in the darkness,  
also, I like connecting stars to  
some letters, symbols, etc.

(unknown to others)

able, accepting, adaptable, bold, brave, calm, caring, cheerful,  
clever, complex, confident, dependable, dignified, empathetic,  
energetic, extroverted, friendly.

Open Area or Arena - what you know about yourself.

Blindspot or Blindself :- what people know to you

Hidden Area or Hidden self - something you hide from others.

Unknown Area or Unknown self → Unknown to you & to your unknown.

(i) Area of Interest

(ii) Social Interaction

(iii) Probability of the Decision / Situation

(iv) Error & Values

(v) Absolute Outcome

(vi)

Understanding the consequences.

Computing with

(i) Data

(ii) Model

(iii) Results

(iv) Factors & C.



25/9/23

## # Decision Making & Problem Solving

Q. How did you make decision?

- i) Area of Interest
- ii) Societal / Peer Pressure
- iii) Practicability of the Decision / Situation
- iv) Ethics & Values
- v) Alternate outcome

vi)

Understanding the consequences.

### Company wise

- 1) Coca Cola
- 2) M&A
- 3) Kellogg's
- 4) Proctor & K



## Phases of Decision Making :-

- 1) Identification of the Problem
- 2) Design Activity
- 3) Choices / Alternatives of Activity
- 4)

## Types of Decision Making :-

- 1) Programmed Decision Making → Person making decision is aware of all the information is available to a person.

Eg. HR decision of salary making

- 2) Non-Programmed Decision Making → you decide when no information is available to you; you take risk in deciding.

## Models of Decision Making :-

- ① The Economic Rationality Model → P & G use this model.

(i) Problem Statement → (ii) Alternative → (iii) Permutation & Combination available → (iv) Monitoring the decision making

The decision maker here is rational (critically, logically) making decision.



Date \_\_\_\_\_  
Page \_\_\_\_\_

## ② Bounded Rationality Model →

Here people superficially see to the problem; not getting proper exposure to it. Eg. → juniors taking feedback of which course is good.

## ③ # Judgemental Heuristics →

The managers get experience with some cognition to assess a particular decision. Eg. take cinema, course, kch nē padhna, hoga.

### Types of Judgemental Heuristics -

#### (i) Availability Heuristics :-

where info. is readily available to you.

#### (ii) Representative Heuristics :-

using similar situation to predict the outcome of an event.

Like, part of a sample representing whole product.

Eg. 3 students in DAICT which have failed in a company so it will leave the impression on the company that batch 2022 is not good; (just based on 3-6 students performance).

#### (iii) Anchoring Heuristic / Adjustment Heuristic.

This decision making is influenced by initial information data, stereotyping.



Eg. when you change your job, if your salary is 50k, you will demand 1 lakh. So, they will anchor you till 80k, this is Anchor Heuristic.

26/9/23

### Social Model

The social model refers to

### Techniques of Decision Making

- (i) Traditional Participative Technique
- (ii) Modern Participative Technique → empowerment given to employees. Types are -

(a) group polarisation - refers to the attitude or decision of people in the group is stronger than in actual. It enhances an opinion within the group

(b) group Think - It is a condition in which the members of the group arrive at a conclusion, based on a pressure from the group they are and they put their opinion and belief aside. When the decision is made by cohesive group of individuals and they are overpowered.



(iii) Brainstorming - It means an idea generation process that specifically encourages any & all alternatives while with holding any criticism of those alternatives.

(iv) Nominal group Technique - when decision making is done face to face & in a systematic & independent manner.

(v) Delphi Technique - Delphi Technique is when decision making is done if all the members of the team should agree on the decision making process & no one will go against it.



## 9D Topic

### Blue Economy

#### Pros

Transportation, ~~ranking~~ <sup>high speed</sup> ~~from small boats to~~ <sup>large ships</sup> ~~tanks &~~  
 ornament (pearls) ~~if~~ <sup>is found</sup>.  
 food for ocean near people & medicines are made from  
 fish; also for cancer & abusers.  
 Money generated from water sports and casinos.  
 Transportation is cost effective.  
 Employment increases.

- new chances of marketing, research as 90% of ~~the~~ oceans are unexplored.
- increases renewable energy

#### Cons

- Ocean habitat is destroyed, pollution.
- Tsunami causes harm.
- unsafe for transportation
- more illegal transportation i.e., no security.

Conclusion → Support Blue Economy

- 1) What is Blue Economy?
- 2) What includes in BE?
- 3) How it affects the ecosystem?
- 4) What affects Blue Economy?



3/10/23

## Leadership

Qualities of a good leader: Honesty, Integrity, vision, knowledge, prioritize problem etc.

A leader will be defined as a person who establishes a vision, sets goal, motivates people and obtains their commitment to achieve the goal and realise the vision.

A person who has quality.

overcoming hurdles, motivating people to get a particular goal.

- Contingency Theory or situational Theory: based on a particular situation, how you take decision and lead.
- Trait Theory or Great Man Theory
- Management Theory or Transactional Leadership → they will use transactional methodology for reward & punishment.
- Participative Theory
- Power Theory: everything is fair in love & war.
- Relationship Theory
- Charismatic Leadership



10/10/23

Date

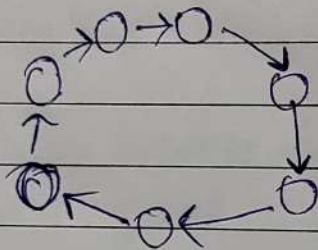
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## Communication

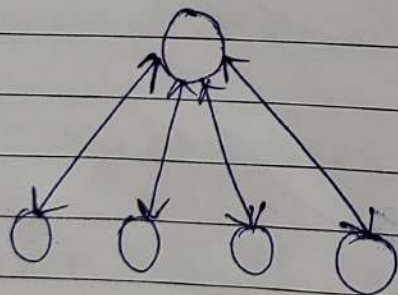
- Managerial Communication
- Business Communication

### Types of organisational communication -

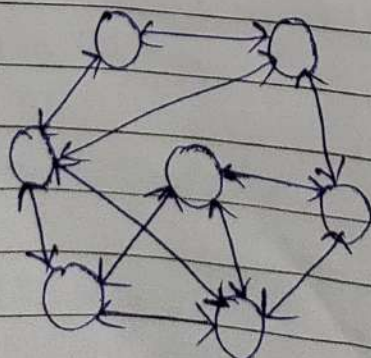
#### ① Chain Communication



#### ② Wheel Communication



#### ③ All channel communication / Cross / Interactive Comm<sup>n</sup>



→ This takes place in self managed Team.