Walchand College of Engineering, Sangli
(Government Aided Autonomous Institute)

AY 2024-25

Course Information

Programme	B.Tech. All Branches
Class, Semester	Final Year B. Tech., Sem VII
Course Code	6OE492
Course Name	Human Relations at Work
Desired Requisites:	

Teaching Scheme		Examination Scheme (Marks)			
Lecture	03 Hrs/week	**MSE**	**ISE**	**ESE**	**Total**
Tutorial	00 Hrs/week	30	20	50	100
		Credits: 03			

Course Objectives

These objectives aim to equip students with the knowledge and skills necessary to navigate interpersonal relationships and dynamics effectively within the workplace.

1	To enable the students with an understanding about the very importance of human relations, its relationship with self and the processes involved in interaction with people at work.
2	To provide relevant knowledge to address human relations at work by exposure to personal growth and challenges at work.
3	To infuse the ability to positively consider other's views and to work effectively with others in team and to support a shared purpose or goal.
4	Explore the importance of trust and ethical behaviour in building successful work relationships.
5	Recognize and appreciate diversity in the workplace, and learn to leverage it for increased creativity and productivity.

Course Outcomes (CO) with Bloom's Taxonomy Level

Upon successful completion of this course, students will be able to

CO	Course Outcome Statement/s	Bloom's Taxonomy Level	Bloom's Taxonomy Descriptor
CO1	Sense a comprehensive understanding of the principles of human relations.	II	Understanding
CO2	Recall different forms of communication (verbal, non-verbal, written) and their importance in workplace interactions.	I	Remembering
CO3	Developing good work habits, value workload, understanding the changing roles of men and women in the society.	III	Applying
CO4	Demonstrate ethical behaviour, treat other team members respectfully, uphold personal values, foster team work and understand its significance in decision-making and various societal contexts.	III	Applying

Module	Module Contents	Hours
I	**Human Relations and Personal Growth** Understanding Human Relations, Managing Yourself and Human Relations, Attitude, Self-Esteem, Self-Confidence, Self-Motivation, Emotional Intelligence, Happiness, Values and Ethics,	7
II	**Challenges in Human Relations** Dealing effectively with People, Communication in the Workplace, Specialized tactics for getting along with others in the workplace, Diversity and Cross-Cultural Competence. Managing or Resolving Conflict and Dealing with Difficult People, A Life Plan for Effective Human Relations.	7
III	**Teamwork** Definition, Importance and Benefits of teamwork, promoting effective teamwork at workplace, Becoming an effective leader, Motivating Others.	7
IV	**Personal Strategies for improving Human Relations**	4

	Staying Physically Healthy: Yoga, Pranayama and Exercise, Improving Interpersonal Relations, Achieving Emotional Balance in a chaotic world, Finding Positive Energy.	
V	**Individual Career Management** Staying psychologically healthy, Managing Stress and Personal Problems, Meditation, Developing Career Thrust, Getting Ahead in Your Career, Learning and Developing Individual Strategies, Environmental Awareness, Career Goals, Strategies, Appraisal, Individual Career Management	7
VI	**Measures for Successful Human Relations** Developing Good Work Habits. Responding and managing to work related stress, Valuing work load, The changing roles of men and women, Sexual harassment of women at workplace, Laws and penalties concerning the harassment of women in the workplace. Respect to employees (men, women and transgender).	7

	Textbooks
1	Dubrien, A. J. (2018). Human Relations for Career and Personal Success: Concepts, Applications and Skills, 11th edition. Upper Saddle River, NJ: Pearson.
2	Barry Reece and Monique Reece (2016). Effective Human Relations: A Guide to People at Work, 13th edition, Cengage Learning.
3	Lowell H. Lamberton and Leslie Minor-Evans (2020). Human Relations: Strategies for Success, 6th edition, McGraw-Hill Education.

	References
1	Greenberg, J. S. (2017). Comprehensive stress management 14th edition. New York: McGraw Hill.
2	Udai, Y. (2015). Yogasan aur Pranayam. New Delhi: N.S. Publications.
3	Brian Luke Seaward, (2017). Managing Stress: Principles and Strategies for Health and Well-Being, 9th edition, Jones & Bartlett Learning.

	Useful Links
1	https://hbr.org/topic/subject/organizational-culture
2	https://www.apa.org/topics/healthy-workplaces
3	https://www.mindtools.com/caiprxt/team-management
4	https://www.verywellmind.com/how-to-deal-with-stress-at-work-3145273

CO-PO Mapping															
	Programme Outcomes (PO)													**PSO**	
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**	**11**	**12**	**1**	**2**
CO1									2					
CO2										3				
CO3									3		2			
CO4								3	3					
The strength of mapping is to be written as 1: Low, 2: Medium, 3: High														
Each CO of the course must map to at least one PO.														

Assessment
The assessment is based on MSE, ISE and ESE. MSE shall be typically on modules 1 to 3. ISE shall be taken throughout the semester in the form of teacher's assessment. Mode of assessment can be Orals, assignments, group discussions etc. and is expected to map at least one higher order PO. ESE shall be on all modules with around 40% weightage on modules 1 to 3 and 60% weightage on modules 4 to 6. For passing a theory course, Min. 40% marks in (MSE+ISE+ESE) are needed and Min. 40% marks in ESE are needed. (ESE shall be a separate head of passing)