

# IIMK\_People Management\_Course

## Outline

### Course Format and Modules

Each week, on **Monday**, you will receive new course materials. The learning content of the week will be delivered through videos followed by an activity. These activities will help you to reinforce the key concepts and takeaways.

Throughout the programme, you will be able to exchange ideas with your fellow learners through discussion boards on the learning platform. You will also have a chance to interact directly with your Programme Leader during office hours.

### Course Details

Date	Week	Module	Module Outcomes	Activities
Friday, June 28, 2024	<b>Course Orientation</b>	Getting Oriented	N/A	<ul style="list-style-type: none"><li>• Course introduction</li><li>• Faculty introduction</li><li>• Learning platform overview</li><li>• Introduce yourself</li><li>• Programme agreement</li></ul>
Monday, July 8, 2024	<b>Week 1</b>	Fundamentals of Organisational Behaviour	<ul style="list-style-type: none"><li>• Define organisational behaviour and its nuances.</li><li>• State the major challenges that organisations are facing, along with the paradigm shift, currently and in future.</li></ul>	<ul style="list-style-type: none"><li>• Videos 1-10</li><li>• Knowledge Check 1.1</li><li>• Discussion 1.2</li><li>• Knowledge Check 1.3</li><li>• Quiz 1.4</li><li>• Assignment 1.5</li><li>• Assignment 1.6</li><li>• Assignment 1.7</li></ul>

Date	Week	Module	Module Outcomes	Activities
			<ul style="list-style-type: none"> <li>Explain the methodology used to generate knowledge that facilitates understanding of organisational behaviour.</li> </ul>	
Monday, July 15, 2024	<b>Week 2</b>	Perception and Attribution	<ul style="list-style-type: none"> <li>Learn how people make decisions.</li> <li>Explain the role of internal and external factors in day-to-day decision making.</li> <li>Review a variety of common attributional biases.</li> <li>Interpret the Causes of Behavior using Kelly's Theory of Causal Attribution and apply them in day-to-day decision making.</li> <li>Learn about perceptions, how they are formed and what role they play.</li> </ul>	<ul style="list-style-type: none"> <li>Videos 1-10</li> <li>Knowledge Check 2.1</li> <li>Discussion 2.2</li> <li>Knowledge Check 2.3</li> <li>Quiz 2.4</li> <li>Assignment 2.5</li> <li>Assignment 2.6</li> <li>Assignment 2.7</li> </ul>
Monday, July 22, 2024	<b>Week 3</b>	Values, Attitude & Job Satisfaction	<ul style="list-style-type: none"> <li>Identify the importance of value system at the micro and macro level.</li> </ul>	<ul style="list-style-type: none"> <li>Videos 1-11</li> <li>Knowledge Check 3.1</li> <li>Discussion 3.2</li> </ul>

Date	Week	Module	Module Outcomes	Activities
			<ul style="list-style-type: none"> <li>Identify how attitudes are formed.</li> <li>Learn how attitude impacts behaviour and leads to important work outcomes.</li> <li>Explain and analyse how attitudes can be changed.</li> <li>Describe and analyse details of important work outcomes due to bad attitudes.</li> </ul>	<ul style="list-style-type: none"> <li>Knowledge Check 3.3</li> <li>Quiz 3.4</li> <li>Assignment 3.5</li> <li>Assignment 3.6</li> <li>Assignment 3.7</li> </ul>
Monday, July 29, 2024	<b>Week 4</b>	Personality	<ul style="list-style-type: none"> <li>Interpret the determinants of personality.</li> <li>Explain how personality is shaped.</li> <li>Examine and apply the nature vs nurture debate.</li> <li>Investigate the methods through which personality can be assessed.</li> <li>Interpret the feasibility of each method at the workplace.</li> <li>Apply the available psychometric</li> </ul>	<ul style="list-style-type: none"> <li>Videos 1-10</li> <li>Knowledge Check 4.1</li> <li>Discussion 4.2</li> <li>Knowledge Check 4.3</li> <li>Quiz 4.4</li> <li>Assignment 4.5</li> <li>Assignment 4.6</li> <li>Assignment 4.7</li> </ul>

Date	Week	Module	Module Outcomes	Activities
			tools to measure personality.	
Monday, August 5, 2024	<b>Week 5</b>	Stress and Emotions	<ul style="list-style-type: none"> <li>• Recognise stress and job burnout within the field of organisational behaviour.</li> <li>• Evaluate the factors that trigger stress in the workplace.</li> <li>• Examine the ways in which job stress can be prevented or reduced at the workplace.</li> <li>• Utilise emotional intelligence in the workplace.</li> </ul>	<ul style="list-style-type: none"> <li>• Videos 1-10</li> <li>• Knowledge Check .51</li> <li>• Discussion 5.2</li> <li>• Knowledge Check 5.3</li> <li>• Quiz 5.4</li> <li>• Assignment 5.5</li> <li>• Assignment 5.6</li> </ul>
Monday, August 12, 2024	<b>Week 6</b>	Motivation	<ul style="list-style-type: none"> <li>• Know why some people expect external rewards while others don't.</li> <li>• Learn when to reward.</li> <li>• Learn to identify motivation needs</li> <li>• Understand to recognise what might/might not work for individuals.</li> <li>• Identify the important elements of the</li> </ul>	<ul style="list-style-type: none"> <li>• Videos 1-10</li> <li>• Knowledge Check 6.1</li> <li>• Discussion 6.2</li> <li>• Knowledge Check 6.3</li> <li>• Quiz 6.4</li> <li>• Assignment 6.5</li> <li>• Assignment 6.6</li> </ul>

Date	Week	Module	Module Outcomes	Activities
			<p>process to motivation.</p> <ul style="list-style-type: none"> <li>Learn the process through which managers may motivate others.</li> <li>Learn an evidence-based approach to designing work and its crucial elements.</li> </ul>	
Monday, August 19, 2024	<b>Week 7</b>	Group and Teams	<ul style="list-style-type: none"> <li>Know why groups are important for development and ideation.</li> <li>What happens when there are different groups at work and why they are relevant.</li> <li>Understand how groups evolve.</li> <li>Learn the important aspects of successful teams.</li> <li>Learn the art of feedback and the further improvement of the team.</li> </ul>	<ul style="list-style-type: none"> <li>Videos 1-10</li> <li>Knowledge Check 7.1</li> <li>Knowledge Check 7.3</li> <li>Quiz 7.3</li> <li>Discussion 7.4</li> <li>Assignment 7.5</li> <li>Assignment 7.6</li> <li>Assignment 7.7</li> </ul>
Monday, August 26, 2024	<b>Week 8</b>	Conflict and Negotiation	<ul style="list-style-type: none"> <li>Identify if the conflict is functional or</li> </ul>	<ul style="list-style-type: none"> <li>Videos 1-7</li> <li>Knowledge Check 8.1</li> </ul>

Date	Week	Module	Module Outcomes	Activities
			dysfunctional and act accordingly. • Know the potential causes of conflicts at different levels. • Learn conflict-handling styles to match the desired outcomes of conflict management. • Some important ideas to consider while negotiating or conflict handling.	• Discussion 8.2 • Knowledge Check 8.3 • Quiz 8.4 • Assignment 8.5 • Assignment 8.6
Monday, July 8, 2024	<b>Across the Course</b>	Capstone Project	N/A	Submitted at course-end  Project: The Jenner Situation

## Live Sessions

Select the [Live Sessions\(People Management\)](https://classroom.emeritus.org/courses/9197/pages/live-sessions-people-management)

(<https://classroom.emeritus.org/courses/9197/pages/live-sessions-people-management>) tab on the left navigation pane to view the live session schedule.

## Our Recommendations

To take full advantage of this unique course, we advise the following:

**Stay up to date.** The course is rich with insights, which you can benefit from only if you allocate a sufficient amount of time to it. Make sure you stay up to date with the modules and the application exercises. Apply what you have learnt to your own work as you proceed.

**Interact with your classmates.** The course will fly by and the eleven weeks will be gone before you know it. Reach out to your fellow learners early to build connections. Share your experiences and learn from your peers.

**Put it into practice.** One of our key objectives is to give you actionable resources that you can implement within your area of work. To achieve that, you will need to apply what you learn, which is why we encourage you to complete the activities. The more you practise, the more you will learn and the more effective you will be.