

## **Rekhi Centre of Excellence for the Science of Happiness**

**Course Name: Happiness at Workplace**

**3-0-0**

### **Proposed Course Instructors**

1. Prof. Damodar Suar
2. Prof. K. B. L. Srivastava
3. Prof. S. Mukhopadhyay
4. Prof. M. K. Mandal
5. Prof. S. Chetri

### **Objective**

Happiness at workplace improves the organizational productivity by increasing employees' performance, engagement, innovation, and retention. It explores the key factors that link to workplace happiness, such as psychological capital, gratitude, a sense of purpose and meaning in life, social skills, kindness, and authentic behaviour.

The course contains topics to learn and practice at personal, interpersonal, and enterprise levels. The pedagogy includes lectures, cases, structured exercises, and class presentations. Articles from journals and internet will be provided for reading.

### **Contents (36 hours)**

#### **Individual level (12 hrs)**

- Happiness and subjective well-being (SWB): Theories, Correlates, Outcomes, and interventions (2 hours)
- Psychological capital: Hope, optimism, self-efficacy, resilience (2 hours)
- Meaning and Renewal in Life: Meaning and purpose in life, Professional, social, physical and spiritual renewal, Health, fitness, and dieting (2 hours)
- Virtues and values: Western and eastern perspectives (2 hours)
- Emotional intelligence: Concepts, theories, and practices (2 hours)
- Work attitudes and behavior: Employees' job satisfaction, engagement, flow at work, commitment, innovation, job crafting (2 hours)

#### **Interpersonal level (12 hrs)**

- Empathy, gratitude, kindness, humour, altruism, humility (2 hours)
- Building relationship (2 hours)
- Social capital (2 hours)
- Ethical, authentic, and servant leadership (2 hours)
- Group decision-making (2 hours)
- Conflict handling (2 hours)

#### **Organizational level (12 hrs)**

- Organizational culture (2 hours)
- Organizational change (2 hours)
- Nudge (4 hours)
- Stress and burnout management (2 hours)
- Relaxation, yoga, meditation-- mindfulness, heartful meditation (2 hours)

### **References**

- Warr, P. (2007). Work, happiness, and unhappiness. Mahwah, NJ, US: Lawrence Erlbaum Associates Publishers.
- Moss, J. (2016). Unlocking happiness at work: How a data-driven happiness strategy fuels purpose, passion and performance. US: Kogan Page, ISBN 9780749478070