

C-SHAW I

INTRODUCTION TO SCIENCE OF HAPPINESS

MAX.MARKS: 100

EXTERNAL: 70

INTERNAL: 30

PASS: 40%

Credits: 4

Section A

Positive Psychology: Nature; Dimension and scope of Positive Psychology; Character strengths and Virtues.

Well-being: Nature and approaches: Hedonic and Eudemonic; Seligman's PERMA.

Section B

Happiness: Physiological Perspectives on Happiness, Psychological Meaning of Happiness, Setting Goals for Life and Happiness.

Biopsychosocial determinants of happiness; Role of emotions and motives in pursuing happiness.

Suggested Readings:

1. Boniwell, I. (2012). *Positive Psychology In a Nutshell: The Science of Happiness (3rd edition)*. London: Mc Graw Hill.
2. Compton, W.C. & Hoffman, E. (2012). *Positive Psychology: The Science of Happiness and Flourishing*. Belmont: Wadsworth.
3. Ivtzan, I., Lomas, T., Hefferon, K., Worth, P. (2016). *Second Wave Positive Psychology: Embracing the Dark Side of Life*. Routledge.
4. Lomas, T., Hefferon, K., Ivtzan, I., (2014) *Applied Positive Psychology: Integrated Positive Practice*. SAGE Publications Ltd.
5. Lopez, Pedrotti & Synder. (2018). *Positive Psychology: The scientific and Practical explorations of Human strengths*.
6. Peterson, C., & Seligman, M. E. P. (2004). *Character strengths and virtues: A handbook and classification*. New York: Oxford University.

C-SHAW II
THE FOUNDATIONS OF HAPPINESS AT WORK PLACE

MAX.MARKS: 100
EXTERNAL: 70
INTERNAL: 30
PASS: 40%
Credits: 4

Section A

Work place dissatisfaction: Sources and causes of work stress; Impact of stress on performance;
Concept of Burn out.

Effective skills at workplace: Interpersonal Skills, decision making, leadership qualities, teamwork,
Work-related values and attitudes.

Section B

Organizational communication skills: Johari Window; Transactional Analysis; Power of grapevine.

Mental strength and flexibility: Resilience; Optimism; Self efficacy; Self-confidence.

Suggested Readings:

1. Cunha, M.P., Rego, A., Simpson, A. & Clegg, S. (2019). Positive Organizational Behaviour: A Reflective Approach. Routledge. Taylor and Francis Group.
2. 2. Friedman, R. (2014). The Best Placeto work: The Art and Science of Creating an extraordinary workplace. Penguin Publishing group.
3. Ivtzan, I., Lomas, T., Hefferon, K., Worth, P. (2016). *Second Wave Positive Psychology: Embracingthe Dark Side of Life*. Routledge.
4. Lomas, T., Hefferon, K., Ivtzan, I., (2014) *Applied Positive Psychology: Integrated Positive Practice*. SAGE Publications Ltd.
5. Shawn Achor. (2010). The Happiness Advantage: The seven principles of positive psychology that fuel success and Performance at work. New York. Crown Publishing Group.

C-SHAW III
MEASURES OF HAPPINESS AT WORK

MAX.MARKS: 100
EXTERNAL: 70
INTERNAL: 30
PASS: 40%
Credits: 4

Section A

Measures of Happiness at Workplace: Job satisfaction, Organizational Commitment, Affective Engagement, Motivation.

Happiness Index: life satisfaction, Quality of life, Micro and Macro happiness measures. Paradox of happiness.

Section B

Surveys and Questionnaires: Happiness at work (HAW) scale, The Oxford Happiness Questionnaire, Work related quality of life (WRQOL) scale.

Role of organizations in employees' happiness: case studies.

Suggested Readings:

1. Burnett, B. (2020). Designing Your Work Life: How to Thrive and Change and Find Happiness at Work. Knopf; Illustrated edition
2. Gielan, M. (2015). Broadcasting Happiness: The Science of Igniting and Sustaining Positive. BenBella Books Inc.
3. Karpinski, E. (2020). Put Happiness to Work: 7 Strategies to Elevate Engagement for Optimal Performance. New York: McGraw Hill Ltd.
4. Moss, J. (2016). Unlocking Happiness at Work: How a Data-driven Happiness Strategy Fuels Purpose, Passion and Performance. United States. Kogan Page Ltd.
5. Robert Bismas-Diener. (2010). Positive Psychology Coaching: Assessment, Activities and Strategies for Success. New Jersey. John Wiley and sons. Inc.

C-SHAW IV
TECHNIQUES FOR ENHANCING HAPPINESS AT WORKPLACE

MAX.MARKS: 100
EXTERNAL: 70
INTERNAL: 30
PASS: 40%
Credits: 4

Section A

Life style factors: Importance of Diet, Sleep, Exercise, Meditation and yoga.

Stress Management: strategies for preventing and relieving stress; Time management: techniques and styles.

Section B

Enhancing Emotional Intelligence, optimism, forgiveness, altruism.

Conflict resolution and negotiations, overcoming resistance to change, Maintaining work life balance.

Suggested Readings:

1. Anand, R. (2018). Happiness at Work: Mindfulness, Analysis and Well-being. Sage Publications Ltd.
2. Linley & Joseph. (2010). Positive Psychology in Practice. New Jersey. John Wiley and sons. Inc.
3. Michael Argyle. (2001). The psychology of Happiness. Routledge. Taylor and Francis.
4. Karpinski, E. (2020). Put Happiness to Work: 7 Strategies to Elevate Engagement for Optimal Performance. New York: McGraw Hill Ltd.
5. Goleman, D. (2000). Working with Emotional Intelligence. Bantam ltd.
6. Nielsen, K. (2018). Organizational Interventions for Health and Well-being: A Handbook for Evidence-Based Practice 1st Edition. Routledge.