Faculty Initiatives on Teaching and Learning

Faculty initiatives in teaching and learning encompass a range of efforts initiated by individual faculty members with an objective to elevate the standard of education and enhance the outcomes of student learning. These initiatives manifest in diverse formssuch as use of ICT, instructional methods, assessments, evaluation and inclusive class rooms that lead to effective, efficient, and engaging instructions.

In this regard, all faculty members are required to mention the **INNOVATIVE TEACHING LEARNING initiatives taken in past/ in practice at present** to enhance the quality of teaching-learning process:

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S.No.	Pedagogical Tools	If Used (Please Tick)
1	Technology driven Pedagogical Initiatives	
2	Group Discussions	**YES**
3	Management Games	**YES**
4	Case Study	**YES**
5	Field Projects	
6	Simulation	
7	Role Plays	**YES**
8	Flipped Classrooms Activities	
9	Innovative Assessments Approach	**YES**
10	Community Engagement	
11	Project based Learning	
11	Any Other, please mention	

Detailed Description of the initiative undertaken along with supporting evidence (Photos/ Email/ Allocation Proof, etc.)

Description:

Subject Title: Management Practices and Concepts

Semester-1

Various activities were undertaken during the class conduct corelating it with the topics mentioned in the syllabus.

The assignment are also attached:

Proof: GROUP DISCUSSION

OBJECTIVE: To make the student understand the importance of decision-making, in a Business Environment

BRAINSTORMING SESSION ON : Zepto – business model and revenue model



OBJECTIVE: To make the student understand the concept of perception







Perception
How do you perceive this object?

OBJECTIVE: To make the students understand the various leadership styles





ROLE PLAY ON LEADERSHIP: HOW IS YOUR BOSS?

OBJECTIVE: To make the student understand the importance of working in a group, group characteristics and methods of group decision-making



GROUP ACTIVITY ON TOWER MAKING

ASSIGNMENT 1

Institute/Department: UNIVERSITY SCHOOL OF BUSINESS-MBA
Subject Name: Management Practices and Organization Behaviour
Subject Code: 23BAT-603
Assignment No.: 1
Max. Marks: 12
Course Outcomes: CO3

CO Number	Title	Level –Bloom's Taxanomy(Analyse/Apply)
CO3	To analyze different alternatives while taking strategic decisions for organizational growth	Analyse

Question:

Sr. No.	Question	CO Number Mapped
1	**In order to analyze different alternatives while making strategic decisions for organizational growth, it is essential that a manager should possess the necessary managerial skills to perform his/her duty diligently and should also have the ability to perform necessary functions, tasks, and duties. In light of this the following assignment is given to the students.** **Scenario** Assume you are a manager of a company. Select the type of sector (IT, FMCG, healthcare, hospitality, etc) and department accordingly. **Task1** Mention the Functions, Tasks, and Responsibilities you will perform as a Professional Manager in that company.	CO3
2	**Task2** Explain in detail which Managerial skills you need to possess to become successful in your profile. **Note:** (Mention the name of the department, current	CO3

	position, and the type of company you have assumed to answer this question and solve the question accordingly)	

ASSIGNMENT 2

Institute/Department: UNIVERSITY SCHOOL OF BUSINESS-MBA
Subject Name: Management Practices and Organization Behaviour
Subject Code: 23BAT-603

Assignment No.: 2
Max. Marks: 12
Course Outcomes: CO3

CO Number	Title	Level –Bloom's Taxanomy(Analyse/Apply)
CO2	To be able to apply leadership styles to lead diverse teams in a dynamic business environment setting.	Apply

Question:

Sr. No.	Question	CO Number Mapped
	CASE /// Tony Hsieh and Zappos.com Tony Hsieh is the CEO we all dream of working for at our own companies. In 1999, at the age of 24, Tony Hsieh sold LinkExchange, the company he co-founded, to Microsoft for $265 million.[62] Hsieh then joined Zappos, an online shoe store, which has since expanded to all sorts of clothes for men and women. At the time, the idea of selling shoes via the Internet was unique. Tony and his employees sold their shoes so well that Amazon bought the company in January 2009. Tony likes to help employees grow both personally and professionally. He wants his company and employees to seek to change the world. But, he is also in business to make money.[63] *Fortune* magazine listed Zappos as one of the Best Companies to Work For.[64] So what makes Tony Hsieh such a great leader? Tony Hsieh is a young, dynamic, creative, risk-taking CEO. He learned from selling LinkExchange to Microsoft that he wanted to build a second company that had a better corporate culture. He felt LinkExchange lost the company culture once he hired about 20 employees. At Zappos, Hsieh wanted to be a more creative and passionate leader. He developed the following 10 Family Core Values and prominently displays them on the company Web site[65]: 1. Deliver WOW Through Service 2. Embrace and Drive Change 3. Create Fun and A Little Weirdness 4. Be Adventurous, Creative, and Open-Minded 5. Pursue Growth and Learning 6. Build Open and Honest Relationship With Communication 7. Build a Positive Team and Family Spirit 8. Do More With Less 9. Be Passionate and Determined 10. Be Humble[66]	CO3

Mr. Hsieh wrote a popular book *Delivering Happiness* that focuses on company culture as the #1 priority. Tony learned (from reading management books) that two key strategies needed to be employed. The first was a strong corporate culture and the second was a purpose beyond money.[67] The core component of Hsieh culture is the concept of happiness. He likes to ask employees how happy they are.

One of his unique examples for creating and maintaining a happy culture at Zappos is their training program. New employees are offered $2,000 during their training program. New employees can take the money if they want to leave the company because they feel they are not well suited to working within the Zappos culture. New employees are also offered this option for a short time after training to make sure they like the company and their job. Tony wants his employees to feel that their own values match the values of his company. He wants them to be able to go home and say they believe in the culture of Zappos and are ready to be an active participant.[68]

Go to the Internet: To learn more about Zappos.com, visit the company Web site at http://about.zappos.com, where you can read about customer service, which is not just a department in his organization but is actually the whole organization.

Support your answers to the following questions with specific information from the case and text or with information you get from the Web or another source.

1. **What traits does Tony Hsieh exhibit that would indicate he is an effective leader?**
2. **Which traits of Hsieh's leadership will you adopt when you become a leader and why?**
3. **How would you describe Hsieh's leadership using the Leadership Grid?**
4. **What factors might lead you to believe that Hsieh is a transformational and charismatic leader?**

(Each question carry 3 marks)

ASSIGNMENT 3

Institute/Department: UNIVERSITY SCHOOL OF BUSINESS-MBA
Subject Name: Management Practices and Organization Behaviour
Subject Code: 23BAT-603

Assignment No.: 3
Max. Marks: 12
Course Outcomes: CO3

CO Number	Title	Level –Bloom's Taxanomy(Analyse/Apply)
CO5	Demonstrate how the organizational behaviour can integrate in understanding the motivation(why) behind behaviour of people.	Apply

Question:

Sr. No.	Question	CO Number Mapped

CO5

Your Big Five Personality Profile

There are no right or wrong answers, so by being honest you can really increase your self-awareness. We suggest doing this exercise in pencil or making a copy before you write on it. We will explain why later.

Identify each of the 25 statements according to how accurately they describe you. Place a number from 1 to 7 on the line before each statement.

Like me			Somewhat like me			Not like me
7	6	5	4	3	2	1

_____ 1. I step forward and take charge in leaderless situations.
_____ 2. I am concerned about getting along well with others.
_____ 3. I have good self-control; I don't get emotional and get angry and yell.
_____ 4. I'm dependable; when I say I will do something, it's done well and on time.
_____ 5. I try to do things differently to improve my performance.
_____ 6. I enjoy competing and winning; losing bothers me.
_____ 7. I enjoy having lots of friends and going to parties.
_____ 8. I perform well under pressure.

_____ 9. I work hard to be successful.
_____ 10. I go to new places and enjoy traveling.
_____ 11. I am outgoing and willing to confront people when in conflict.
_____ 12. I try to see things from other people's points of view.
_____ 13. I am an optimistic person who sees the positive side of situations (the cup is half full).
_____ 14. I am a well-organized person.
_____ 15. When I go to a new restaurant, I order foods I haven't tried.
_____ 16. I want to climb the corporate ladder to as high a level of management as I can.
_____ 17. I want other people to like me and to be viewed as very friendly.
_____ 18. I give people lots of praise and encouragement; I don't put people down and criticize.
_____ 19. I conform by following the rules of an organization.
_____ 20. I volunteer to be the first to learn or do new tasks at work.
_____ 21. I try to influence other people to get my way.
_____ 22. I enjoy working with others more than working alone.
_____ 23. I view myself as being relaxed and secure, rather than nervous and insecure.
_____ 24. I am considered credible because I do a good job and come through for people.
_____ 25. When people suggest doing things differently, I support them and help bring about change; I don't make statements such as, "It will not work," "We never did it before," "Who else did it?" or "We can't do it."

The columns in the chart below represent specific personality dimensions. To determine *your personality profile,* (1) place the number (1–7) that represents your score for each statement, (2) total each column (5–35), and (3) make a bar chart by marking the total scores on the vertical bars.

Surgency	Agreeableness	Adjustment	Conscientiousness	Openness to experience
35	35	35	35	35
25	25	25	25	25
20	20	20	20	20
15	15	15	15	15
10	10	10	10	10
5	5	5	5	5
_____ 1.	_____ 2.	_____ 3.	_____ 4.	_____ 5.
_____ 6.	_____ 7.	_____ 8.	_____ 9.	_____ 10.
_____ 11.	_____ 12.	_____ 13.	_____ 14.	_____ 15.
_____ 16.	_____ 17.	_____ 18.	_____ 19.	_____ 20.
_____ 21.	_____ 22.	_____ 23.	_____ 24.	_____ 25.
_____ Total Bar	_____ Total Bar	_____ Total Bar	_____ Total Bar	_____ Total Bar

The higher the total number, the stronger is the personality dimension that describes your personality. What are your strongest and weakest dimensions? Continue reading the chapter to find out the specifics of your personality in each of the five dimensions.

Q1. Identify your personality type in context to the BIG FIVE PERSONALITY PROFILE.

Q2. Discuss the various measures you will adopt for the development of your own personality.

Q3. Discuss your viewpoint in the context of self-esteem and self-monitoring.