



Indian Institute of Management Indore

**INTEGRATED PROGRAMME IN MANAGEMENT (IPM)
TERM: VIII**

TITLE OF THE COURSE: Positive Organizational Psychology

CREDITS: 2

COURSE DESCRIPTION

The emerging field of positive organizational psychology is the scientific study of positive subjective experiences and traits in the workplace, and its application to improve the effectiveness and quality of life at work. This course will provide students with a working and practical knowledge of individual positive psychological states (e.g., thriving), positive traits (e.g., character strengths), and positive practices (e.g. job crafting). Also, positive inter-personal process that build social ties (e.g., high-quality connections, generalized reciprocity) and positive organizing (e.g., resourcing). The course aims to encourage students to consider why adopting a positive lens in organizational psychology might be conceptually interesting and practically beneficial.

COURSE OBJECTIVES

- 1) Discuss how positive psychology has been applied in organizational contexts
- 2) Examine the opportunities and limits to apply positive psychology to organizations
- 3) Introduce key concepts of positive organizational psychology
- 4) Build a portfolio of practical tools and ideas for putting theory into practice
