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 **PRESIDENCY UNIVERSITY**

  **Bengaluru**

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| **Ph.D. Course Work End Term Examinations – JAN-FEB 2025** |
| **Date:** 31- 01- 2025 **Time:** 09:30 am – 12:30 pm |

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| **School:** SOM | **Program:** Ph.D. |
| **Course Code :** MGT894 | **Course Name :** Workplace Happiness and Well Being |
| **Semester**:  | **Max Marks**: 100 | **Weightage**: 50% |

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| **CO - Levels** | **CO1** | **CO2** | **CO3** | **CO4** | **CO5** |
| **Marks** | **30** | **30** | **40** | **-** | **-** |

**Instructions:**

1. *Read all questions carefully and answer accordingly.*
2. *Do not write anything on the question paper other than roll number.*

**Part A**

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| **Answer ALL the Questions. Each question carries 10 marks. 6Q x 10M=60Marks** |
| **1** | **Discuss** the benefits and barriers to achieving wellbeing in the workplace, referencing the principles of Positive Psychology. Use examples to highlight how organizations can overcome these barriers. | **10 Marks** | **Comprehension** | **CO1** |
| **2** | **Explain** Martin Seligman’s Positive Psychology Model and how it relates to Subjective Wellbeing (SWB). Provide examples to illustrate the practical application of this model in fostering happiness. | **10 Marks** | **Comprehension** | **CO1** |
| **3** | **Discuss** the benefits and barriers to achieving wellbeing in the workplace, referencing the principles of Positive Psychology. Use examples to highlight how organizations can overcome these barriers. | **10 Marks** | **Comprehension** | **CO1** |
| **4** | **Explain** the concept of Workplace Happiness and the factors that impact it. How does employee engagement contribute to overall workplace happiness? Provide examples to support your explanation. | **10 Marks** | **Comprehension**  | **CO2** |
| **5** | **Describe** the principles of Feel Good Management and its role in promoting the physical and psychological wellbeing of employees. How can organizations implement these principles effectively? | **10 Marks** | **Comprehension** | **CO2** |
| **6** | **Discuss** the statutory and non-statutory provisions for employees’ wellbeing in India. How do these provisions help in building resilience to workplace stress? | **10 Marks** | **Application**  | **CO2** |

**Part B**

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| **Answer the Questions. Each question carries 20 marks 2Q x 20 = 40 Marks** |
| **7.** |  |  | **Propose** a blueprint for setting up a Happiness Lab in an organization. Highlight the objectives, resources, and strategies required to enhance employee wellbeing through this initiative. | **20 Marks****Application** | **CO3** |
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| **8.** |  |  | **Case Study: Building Workplace Wellbeing at XYZ Tech Solutions****Background**XYZ Tech Solutions is a leading IT services company with 10,000 employees spread across multiple locations worldwide. The company has seen a consistent rise in employee turnover, with exit interviews indicating stress, burnout, and lack of work-life balance as significant reasons. While the organization has implemented basic wellness programs, such as health check-ups and gym memberships, employee engagement surveys reveal that only 55% of employees feel satisfied with their job.In response, the HR department has decided to take a holistic approach to address workplace wellbeing and happiness. They plan to introduce initiatives aligned with Positive Psychology principles and develop a Happiness Lab within the organization.**Key Initiatives Implemented**1. **Introduction of Flexible Work Policies**: Employees are given the option to work remotely two days a week and manage their work hours.
2. **Wellbeing Index**: The company rolled out an anonymous quarterly survey to measure workplace wellbeing and happiness, focusing on physical, mental, and social aspects.
3. **Happiness Lab**: A dedicated team was created to design and implement strategies to foster workplace happiness. The lab conducts monthly workshops on resilience, mindfulness, and stress management.
4. **Recognition Programs**: A peer-recognition platform was launched where employees can appreciate their colleagues for achievements, big or small.
5. **Wellbeing Coaches**: The company hired certified coaches to provide personalized support to employees facing stress or career-related challenges.

**Challenges*** Low initial participation rates in the wellbeing surveys and programs.
* Resistance from middle management due to perceived disruptions in productivity.
* Difficulty in measuring the ROI of happiness initiatives.

**Tasks:**1. **Evaluate** the strategies implemented by XYZ Tech Solutions. Identify one key gap in their approach to workplace happiness.
2. **Suggest** one additional measure to address resistance from middle management toward the new initiatives.
3. **Outline** a basic method for assessing the impact of workplace happiness programs on organizational outcomes.
 | **20 Marks****Application** | **CO3** |

**\*\*\*\*\* BEST WISHES \*\*\*\*\***