PRESIDENCY UNIVERSITY
BENGALURU

Department of Research & Development

Mid - Term Examinations - AUGUST 2024

Odd Semester: Ph.D. Course Work

Course Code: MGT894

Course Name: Workplace Happiness and Well Being

Department: School of Management

Date: 12-08-2024

Time: 02.00pm to 03.30pm

Max Marks: 50

Weightage: 25%

Instructions:

(i) Read all questions carefully and answer accordingly.

(ii) Do not write any matter on the question paper other than roll number.

PART A (THOUGHT PROVOKING)

Answer all the Questions. Each question carries 5 marks.   **(4Qx 5M= 20M)**

1. How does Positive Psychology differ from traditional psychology? Discuss the importance of focusing on happiness and wellbeing in both personal and professional contexts.
(CO1 BL: Knowledge)

2. What is Subjective Wellbeing (SWB), and why is it significant in measuring happiness? Discuss some factors that might influence an individual's SWB.
(CO2 BL: Knowledge)

3. What is your definition of workplace happiness, and what key factors do you believe most significantly impact it? Discuss how these factors can vary across different industries.
(CO2   BL: Comprehension)

4. Why is it essential to address both physical and psychological wellbeing in the workplace? Describe how neglecting one can negatively affect the other and impact overall employee performance.
(CO:2 BL: Comprehension)

PART B (PROBLEM SOLVING)

Answer all the Questions. Each question carries 10 marks.   **(3Qx 10M= 30M)**

5. Imagine you are an HR manager tasked with improving employee wellbeing in your organization. Design a simple program based on Martin Seligman's Positive Psychology Model (PERMA) that includes specific activities or initiatives aimed at enhancing employee happiness. Explain how you would implement and measure the success of this program. (CO:3 BL: Application)

6. Your organization has identified several barriers to employee wellbeing, such as high stress levels and lack of work-life balance. Develop a step-by-step action plan to address these barriers. Include specific strategies for overcoming each barrier and how you would involve employees in the process. (CO:3   BL: Application)

7. Your organization has identified high levels of stress among employees. Develop a strategy to build resilience to stress in the workplace. Include at least two specific initiatives or practices you would implement, and explain how you would assess their effectiveness in improving employee wellbeing. (CO:4 BL: Application)