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**Title: Managerial Personality Development**  
**Credit Hours: 3**

**Code: MGMT 371**  
**Year /Semester: IV/VII**

**48 Hours**

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**Course Objectives:**

The objective of this course is explain students about personality development, to create confidence among students about leadership and changing organizational behavior and, to enhance personal effectiveness and development of students

**Unit 1 Personality**

**10 Hours**

Concept of personality, Nature of Personality, Personality traits and characteristics, Determinants of Personality, Linking the individual personality and values to the work place, Personality-Job fit, Person-organization fit, Major Personality Attributes Influencing OB, Application of Personality traits and characteristics at workplace

Self-introduction, Highlight your positive and negative personality traits, Paint your future, Define your goals, Make choices, Identify your development needs

**Unit 2 Leadership**

**8 Hours**

Concept of Leadership, Characteristics of Leadership, Functions of Leadership, Effective Leadership, Emerging Approaches to Leadership, Contemporary Issues in Leadership, Leadership Traits, Leadership traits and skills, Leadership Games for Developing Right Traits, Leadership Practices in Nepal

**Unit 3 Thoughts and Feelings**

**10 Hours**

Thoughts and feelings, Meaning of changes, Forces of changes,

Resistance to change

- Types of Resistance to change
- Sources of Resistance to change
- Overcoming Resistance to change

Essence of energy enlightenment and empowerment, Empowerment games

**Unit 4 Mentor & Learning**

**10 Hours**

Meaning of Mentor, Mentorship, Mentoring techniques, Benefits of Mentorship, Learn how to learn, Concept of Learning, Components of Learning, Process of Learning, significance of Learning, Theories/Models of Learning, Factors influencing Learning, Principles of Learning, Behaviour Modification, Attitude Formation, Increase your professionalism, Empowerment, Measure yourself, Develop as positive self-image, Team Work Games

**Unit 5 Group Discussion**

**10 Hours**

Brief introduction of the group discussion techniques, Group discussion on current social, cultural, economical and popular topics and practice sessions, Group Discussion on Current Issues

Brief introduction of the group discussion techniques, Group discussion on current social, cultural, Economical and popular topics and practice sessions

Group Discussion on Current Issues

**Reference Books:**

1. Steve Smith, *Be your Best*, Quest
  2. E.H. McGrath: *Basic Managerial skills for all*, Fourth Edition, Prentice Hall of India Pvt. Ltd., New Delhi, 1998
  3. *Spirituality and Self-empowerment* by Gloria Chadwick, Contemporary books
  4. *Personal effectiveness and development by All India Management Association*, Amexcel Publishers Pvt. Ltd.
  5. *Creating Confidence* by Meribeth, Bunch and Kogan.
  6. *Organizational Behaviour* by Prakash Shrestha
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