



**Marudhar Kesari Jain College for Women(Autonomous)**

**(A Project of Sri Marudhar Kesari Jain Trust)**



**Recognized U/S 2(f) &12(B) of UGC Act ,1956-Permanently Affiliated of Thiruvalluvar University**

**Accredited with "A+" Grade by NAAC (4<sup>th</sup> Cycle) -An ISO 21001:2018 Certified Instiution**

**Supported by DST-FIST**

**IQAC & FACULTY DEVELOPMENT CELL**

**Organizes**

**Facult Development Programme**

**on**

**Organizational Citizenship To Thrive & Grow At Work**

**INVITATION**

## **MARUDHAR KESARI JAIN COLLEGE FOR WOMEN (AUTONOMOUS)**



**Vaniyambadi, Tirupattur District - 637 751**



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NAAC (4th Cycle) | Permanently Affiliated to Thiruvalluvar University  
An ISO 21001:2018 Certified Institution | Supported by DST - FIST**

### **IQAC & Faculty Development Cell (FDC)**



**Organizes**

**FDP on**



## **ORGANIZATIONAL CITIZENSHIP TO THRIVE & GROW AT WORK**

**Date : 13.11.2024 to 18.11.2024**

**Venue : Old Seminar Hall**

**Time : 10.00 AM to 12.00 PM**

### **Resource Person**

**PRINCIPAL**  
Marudhar Kesari Jain College  
for Women  
Vaniyambadi - 637 751



**Dr. Merlin Mythili Nelson**

**Director - Centre for TLC**

**Marudhar Kesari Jain College for  
Women (Autonomous), Vaniyambadi**

**V. Dilip Kumar Jain**  
President

**Anand Singhvi**  
Secretary

**Dr. M. Inbavalli**  
principal



## Organisational Citizenship to thrive and grow at work

**Duration:10 hrs 2hrs per day**

This faculty development workshop is designed for young Faculty members to understand, appreciate and reflect on the framework of Organisational citizenship required to thrive and grow at work and achieve career goals. Organisational citizenship brings a sense of self-worth, mutual trust and healthy organisational culture which are the pre-requisites to thrive and grow in one's career at work.

This FDP shall enable the participants to observe the organisational dynamics and reflect on how one could fit in along with assessing adaptive techniques to preserve one's inner balance at the same time contribute towards building a healthy organisational culture.

### Learning Outcomes

After the workshop, the participants will be able to:

1. Observe and adapt to the organisational requirements.
2. Preserve and persevere specific career goals with clarity and purpose.
3. Appreciate and reflect on the interpersonal skills required to navigate workgroup dynamics.
4. Learn time management.
5. Contracting to oneself to stand out as a contributor and organisationally relevant employee.

S. No	Date & Time	Topics
1	2 hrs	Introduction to Organisational citizenship at the individual, group and organisational levels and Learning Mindset
2	2hrs	Appreciate and reflect specific career goals and purpose.
3	2hrs	Workgroup dynamics, interpersonal skills to deal with team related problems.
4	2 hrs	Time Management
5	2 hrs	Contracting and Discounting Matrix Theoretical frameworks for Personal and organisational growth





**MARUDHAR KESARI JAIN COLLEGE FOR WOMEN  
(AUTONOMOUS), VANIYAMBADI**



**Activity Report**

<b>Title</b>	Organizational Citizenship to Thrive & Grow at Work		
<b>Organized By</b>	<b>Internal Quality Assurance Cell (IQAC) &amp; Faculty Development Cell</b>		
<b>Type of Activity</b>	Faculty Development Programme		
<b>Level</b>	Institutional		
<b>Date</b>	<b>13.11.2011 to 18.11.2024</b>	<b>Time</b>	<b>10.00 am -12.00 pm</b>
<b>Venue</b>	<b>Old Seminar Hall</b>	<b>Mode</b>	<b>Offline</b>
<b>Resource Person Details</b>	Dr. Merlin Mythili Nelson Director Teaching Learning Center Marudhar Kesari Jain College for Women, Vaniyambadi		
<b>Objective of the Programme</b>	<ol style="list-style-type: none"><li>1. To understand Learning Mindset and Organisational Citizenship.</li><li>2. To appreciate and reflect specific career goals and purpose.</li><li>3. To discuss about Workgroup dynamics, interpersonal skills to deal with team related problems.</li><li>4. To deal with Time management</li><li>5. To understand Contracting and Discounting Matrix Theoretical frameworks for Personal and organisational growth</li></ol>		
<b>Internal Participants Count</b>	<b>Staff : 52</b>	<b>External Participants Count</b>	<b>-</b>

**Summary**

The session was conducted with a focus on the following objectives: understanding the learning mindset and organisational citizenship, reflecting on career goals, discussing workgroup dynamics, mastering time management, and exploring theoretical frameworks like the Contracting and Discounting Matrix.

The class began with an interactive discussion on the **learning mindset**, emphasizing its importance for personal and professional development. Participants engaged in group activities to identify traits of organisational citizenship and their impact on workplace culture. Through reflective exercises, attendees articulated their specific career goals and connected them to their broader life purposes.




Next, a case-based approach was used to explore **workgroup dynamics** and interpersonal skills. Role-play activities helped participants practice resolving team-related conflicts effectively. Time management was addressed with real-world examples, followed by hands-on exercises to prioritize tasks using tools like the Eisenhower Matrix.

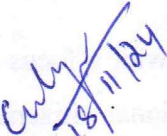
The theoretical frameworks of **Contracting and Discounting Matrix** were introduced to understand decision-making and growth strategies. Participants applied these models to hypothetical scenarios, fostering insight into how such frameworks can drive personal and organisational success.

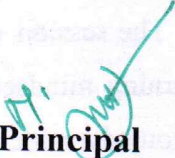
The session was highly engaging and interactive, providing practical takeaways that align with the stated objectives. Feedback from participants highlighted the value of the session in enhancing their understanding and skills for personal and professional growth.

#### **Outcome of the Programme**

1. Observe and adapt to the organisational requirements with a learning mindset.
2. Preserve and persevere specific career goals with clarity and purpose.
3. Appreciate and reflect on the interpersonal skills required to navigate workgroup dynamics.
4. Learn time management.
5. Contracting to oneself to stand out as a contributor and organisationally relevant employee.

  
**FDP Coordinator**

  
**Director-IQAC**

  
**Principal**

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**for Women**  
**Vaniyambadi - 635 751**



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**31** Years  
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Excellence...

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**PHOTOS**



  
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