



## Management Development Program

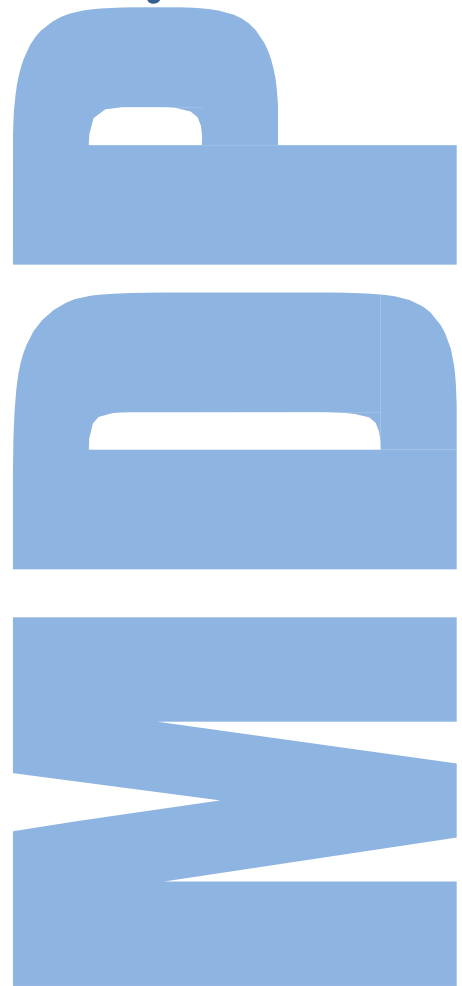
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# Enhancing Employee Performance and Wellbeing through Leadership, Justice, Support, and Spirituality

9 Sept -11 Sept 2024

Programme Director

Dr. Badrinarayan Shankar Pawar  
(PhD, Oklahoma State University)



## Introduction (Programme)

A manager needs to make his work unit (department, branch, division, organization) more effective. This can be facilitated by enhancing employee performance and employee well-being.

According to research findings, certain conditions and features of an organization can facilitate employee performance and wellbeing. These organizational conditions and features include the presence of transformational leadership, organizational justice, organizational support, and workplace spirituality. These organizational features are associated with one or more of the positive outcomes for employees such as their satisfaction with the job, extra effort or performance at work, and performance of extra-role positive behaviors to benefit the organization (employees' organizational citizenship behaviors). This program focuses on these organizational conditions and features that can facilitate employee performance and wellbeing.

The program will provide inputs on these organizational conditions and features by drawing on the existing scientific body of knowledge and help managers to explore ways of applying these inputs in their workplaces for enhancing their subordinates' performance and wellbeing. Thus, the program will provide scientific inputs in an applied and managerially actionable manner.

This program seeks to provide inputs on the topics of:

- Importance of Employee Performance and Well-being for Organizational Effectiveness
- Multiple Forms of Employee Performance
- Five Forms of Employee Well-being
- Some of the Traditional Approaches to Enhancing Employee Performance and Well-being
- Transformational Leadership for Enhancing Employee Performance and Well-being
- Organizational Justice for Enhancing Employee Performance and Well-being
- Organizational Support for Enhancing Employee Performance and Well-being
- Workplace Spirituality for Enhancing Employee Performance and Well-being

The contents of this Management Development Program (MDP) are linked to the MDP Director's book "Employee Performance and Well-being: Leadership, Justice, Support, and Workplace Spirituality".

## Objectives

The program objectives are:

- To help managers develop a comprehensive understanding of employee performance as having multiple forms beyond task performance.
- To help managers develop a comprehensive understanding of five forms of employee wellbeing.
- To provide inputs to enable managers to adopt transformational leadership towards their subordinates.
- To help managers to explore ways of creating in their organizations the conditions of:
  - Organizational justice
  - Organizational support
  - Workplace spirituality
- To help managers understand how the program inputs will help them in enhancing their subordinates' multiple forms of performance and multiple forms of well-being.
- To facilitate managers' action plan preparation for enhancing employee performance and well-being by:
  - Practicing transformational leadership and
  - Creating in their organizations the conditions of:
    - Organizational justice
    - Organizational support

- Workplace spirituality

## For Whom

The program is designed with a focus on middle and senior level managers who might be heading a group, department, work unit, or organization.

## Pedagogy

The program pedagogy will include various methods of training such as lectures, discussions, exercises, assessment instruments, and role plays.

## Faculty

All sessions in this program will be co-facilitated by the Program Directors along with the subject matter experts.

## Duration and Venue

The Programme is scheduled during **6-8 May 2024** and another slot is of **9-11 September 2024** at IIM Raipur, Atal Nagar, New Raipur.

## Registration Fee

The registration fee per participant is **Rs. 6,000/- + 2500/-** per day plus taxes as applicable (**on twin sharing basis**). Registration fees per participant will be **Rs. 6,000/- + 4500/-** per day plus taxes as applicable **on Single sharing basis**.

This includes an academic fee, programme kit for participants, boarding and lodging.

**Payment can be made online by registering through the website.**

Upon remitting the fees online, kindly intimate the EL& D Office with the UTR No /Relevant transaction details through email, so that we can connect your remittance to your nomination(s)

## Last date

The last date for receipt of nominations for the Programme is **Two week before the commencement of program** and the last date of withdrawal is **one week before the commencement of program**. Any withdrawal request received after this duration will be subject to deductions as per the Institute's rules. In case of subsequent withdrawal or cancellation of nomination(s), no refund of fee will be allowed. However substitutes may be permitted with prior intimation.

## Enquiry

For any information regarding this programme, you may contact as below:

EL&D Office: [eldc\\_office@iimraipur.ac.in](mailto:eldc_office@iimraipur.ac.in) Ph: 0771-2474669, 697

Programme Director: Dr. Badrinarayan Shankar Pawar (PhD, Oklahoma State University)

Email: [bpawar@iimraipur.ac.in](mailto:bpawar@iimraipur.ac.in), Ph: 0771-2474726, Mobile: 9623398960

## About Programme Director



**Dr. Badrinarayan Pawar**, Program Director, received PhD from Oklahoma State University in 1996 (with the highest possible cumulative Grade Point Average [GPA] of 4 out of 4). He has over two decades of teaching and research experience in distinguished institutions including City University of Hong Kong, National Institute of Bank Management, Indian Institute of Management Ahmedabad, and Indian Institute of Management Kozhikode. Presently, he is Professor at Indian Institute of Management Raipur.

## Indian Institute of Management Raipur

The Indian Institute of Management (IIM) brand has now become synonymous with innovation, talent, and zeal for success and contribution to management. The Government of India set up IIM Raipur in 2010 to meet the growing demand for top-quality professionals. It is situated at Raipur in the state of Chhattisgarh—one of the fastest growing states of India, with its rich mineral, forest, natural and local resources. The Post-Graduate Programme in Management (PGP) was started in 2010, whereas Fellow Programme in Management (FPM) & Executive Fellow Programme in Management (EFPM) was started in 2013. Executive Post-Graduate Programme (ePGP) was started in 2021.

IIM Raipur has grown and improved in quality, as evidenced by the NIRF ranking of management institutes, which moves up from 18th in 2016 to **11th** in 2023.

IIM Raipur offers top-notch management education on its 200-acre, state-of-the-art well-equipped lecture rooms, a library, a simulation lab, and a pleasant lodging campus in Atal Nagar, Naya Raipur. With the goal of becoming a highly regarded business school worldwide, IIM Raipur has partnered with numerous business schools in Europe, South America, Australia, New Zealand, and the United States for faculty and student exchange Programmes.

## LOCATION

The IIM Raipur campus is located about 20 minutes' drive from the Swami Vivekananda Airport, Raipur.

For any Correspondence / Administrative enquiries, please feel free to contact below:

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