

**Avinashilingam Institute for Home Science and Higher Education for Women
Deemed to be University Estd. u/s 3 of UGC Act 1956, Category A by MHRD (now MoE)
Re-accredited with 'A++' Grade by NAAC.CGPA 3.65/4, Category I by UGC
Coimbatore-641 043, Tamil Nadu, India**



**Report of the
Third Short Term Capacity Building Program
on**

**Emotional Well-Being at
Technology-Enabled Workplace**

**Organised
by**

**AIU – Avinashilingam Institute – Academic and
Administrative Development Centre (AIU-AI-AADC)**

24.04.2023 to 03.05.2023

Mode : Online



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AIU-AI-AADC

Third Short-Term Capacity Building Programme on

‘ Emotional Well-Being at Technology-Enabled Workplace ’

24.04.2023 to 03.05.2023 (8 Days) - Online Mode

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Coimbatore - 641 043, Tamil Nadu, India

**Short Term Capacity Building Programme on
'EMOTIONAL WELL-BEING AT TECHNOLOGY ENABLED WORKPLACE'**

Date: 24th April 2023 to 3rd May 2023

Introduction

“Creating a Healthy Mindset Is An Investment In Your Overall Well-being”

The Association of Indian Universities –Avinashilingam Institute - Academic and Administrative Development Centre (AIU-AI-AADC) has successfully organized this programme on “Emotional Well-being in the technology-enabled workplace”, an eight-day sojourn into the world of serenity to bring about lasting eudaemonia for different spheres of the workplace. Each day of this journey aimed to cultivate cogent congeniality among the participants. Such stable emotionality brings about the genuine flourishing of positive feelings for individuals, societies, and communities, leading to global well-being in officialdom.

The Inaugural Ceremony of the event commenced with a soulful Prayer Song by students from the Department of Music. The gathering was welcomed by Dr. S. Gayatri Devi, Professor and Head, Department of Psychology. The Honourable Chancellor Professor S. P. Thyagarajan delivered the Presidential address orienting the participants about the role of technology combined with emotional well-being in workplace. The discussion about the enormous reforms designed by the National Council for Teachers Education aiming at equipping teachers to the National Education Policy 2020 was presented. The inaugural ceremony was concluded with words of gratitude by Dr.N.V.Amudha Devi, Assistant Professor, Department of Psychology

The overview of the 8-day short term capacity building programme was presented by Dr. Ramya, Nodal officer, AIU-AI-AADC. Dr. Ramya enlightened the participants with the statistics of depression, anxiety and other psychological disorders being the causal factor of 1 trillion dollar loss to multiple workplaces. The results of studies conducted by Harvard University pointed, there is decline in the mental health of employees by 42 percent. Dr. Ramya affirmed “The 8 days programme would act as a catalyst in enhancing the performance of staffs” and it has become true as we are gathered here for the valedictory of the enlightening 8 day journey.

Dr. S. Kowsalya, Registrar, presented the special address. Madam, expressed her gratitude to the Vice Chancellor, Prof. Dr. V. Bharathi Harishankar for designing such an intuitive and effective conference which aimed to equip teachers in appropriate usage of the technology. The personal experiences about the ill-effects of Covid-19 and retaining Emotional Well-Being among employees and students was emphasized.

DAY 1

The successful commencement of the first session entitled "Emotional Wellbeing Of The Employees In A Technology Enabled Workplace" was presented by Dr. Caven Mc Loughlin Emeritus Professor, Lifespan development & Education Sciences, Kent University, Kent, USA. . The 8 dimensions of wellness, the significance of employee wellness leading to great productivity of institutions were oriented. Professor, briefed on the centrality of emotional wellbeing. The equality for women in the employee wellness was discussed in detail. The relationship between the physical health and emotional wellbeing lead to various insights. The invite by professor to raise awareness, eliminate stigmas and enhance productivity enthused the participants.

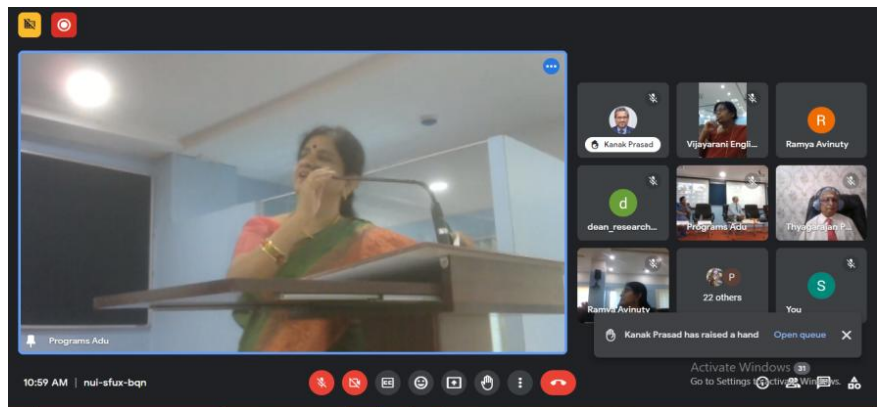
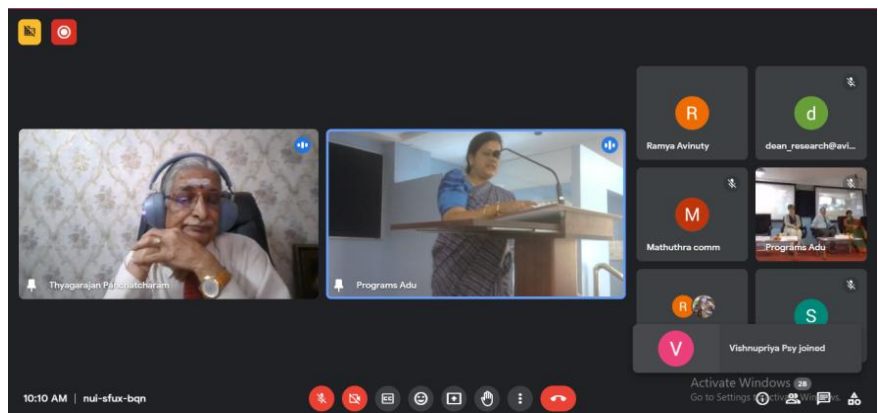
The second session was presented by the Honorable Chancellor, Professor S. P. Thyagarajan. Sir's lecture focused the different changes brought by technology in workplace like telework, automation, algorithmic management. Professor explained the technological benefits in the field of education by sharpening students' critical thinking, increasing their collaboration, better communication and by improving the personalized learning opportunities. Professor, provided a short note on the growing use of technology in 21st century. The session had briefed on the common challenges to E-education in various arenas like commitment, change and processes. The list of qualities for a technically competent teacher which includes being able to operate computers and softwares, use computers with related instructions, using smart boards and pens, using internet for E-

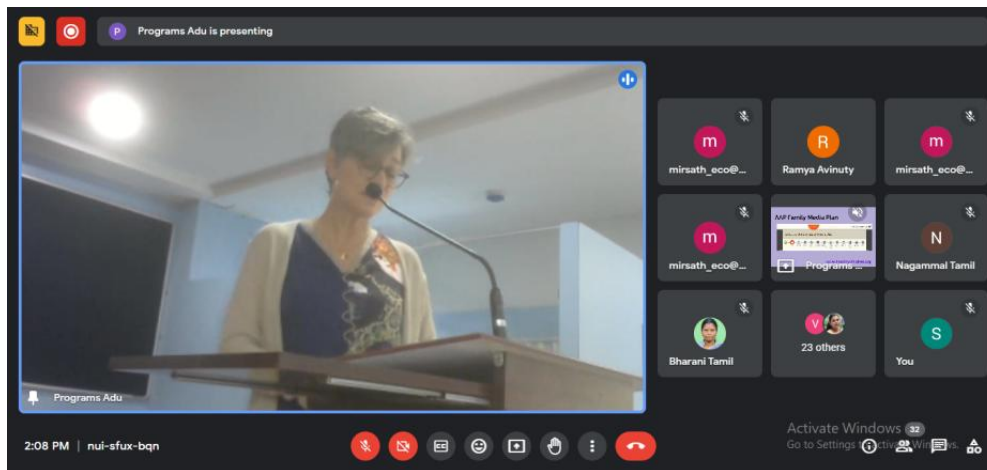
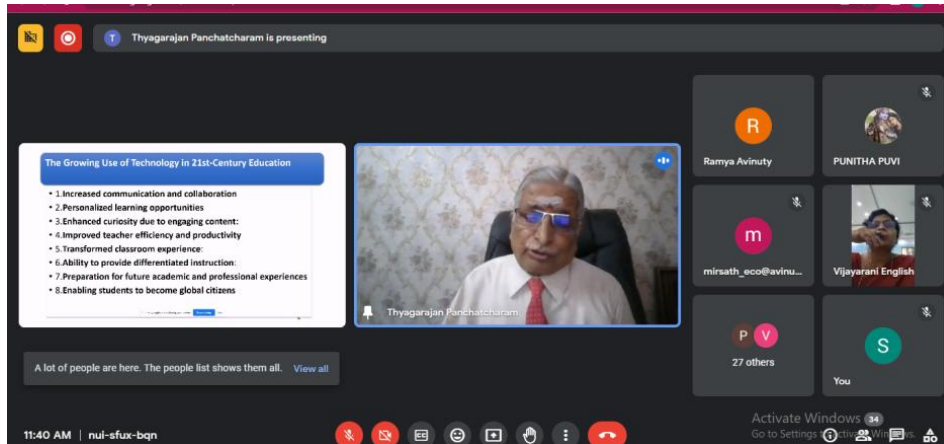
resources were presented. Sir, emphasized on the requirements of present day teachers which comprises of qualities like facilitating learners to make judgements, being open to changes and analysis, mediating between learners and their platforms to learn, to act as providers to reinforce understanding. We were extremely fortunate to have imbibed knowledge shared by our honourable chancellor.

The post lunch session was coordinated by the faculty, department of psychology, the session included the pre-assessment of the participant's emotional well-being. The comprehensive assessment was coordinated by Mrs. Sathya, M. Assistant professor, Department of Psychology. It includes dimensions such as self-awareness, self-regulation, self-motivation, empathy and relationship skills. The instructions for the self assessment was provided and the participants found the assessment to be helpful for their personal and professional growth. The post assessment at the end of the programme would project the impact of eight day programme in each one's aspects of emotional well-being.

The third session was presented by Dr. Ann M. Bauer, orienting the participants about the importance of families in regulating the social media usage of children. The session revolved around the concept "Family Media Plan" that served as the factor of encouragement to the participants to make a plan to prioritize one's chores, provide clarity and plan to work. Professor emphasized on contribution of parents and other family members to a child's digital well-being. Dr. Ann M. Bauer suggested the participants to encourage the children towards channelizing their digital time constructively by involving in productive and career oriented screen time like Game and Application development.

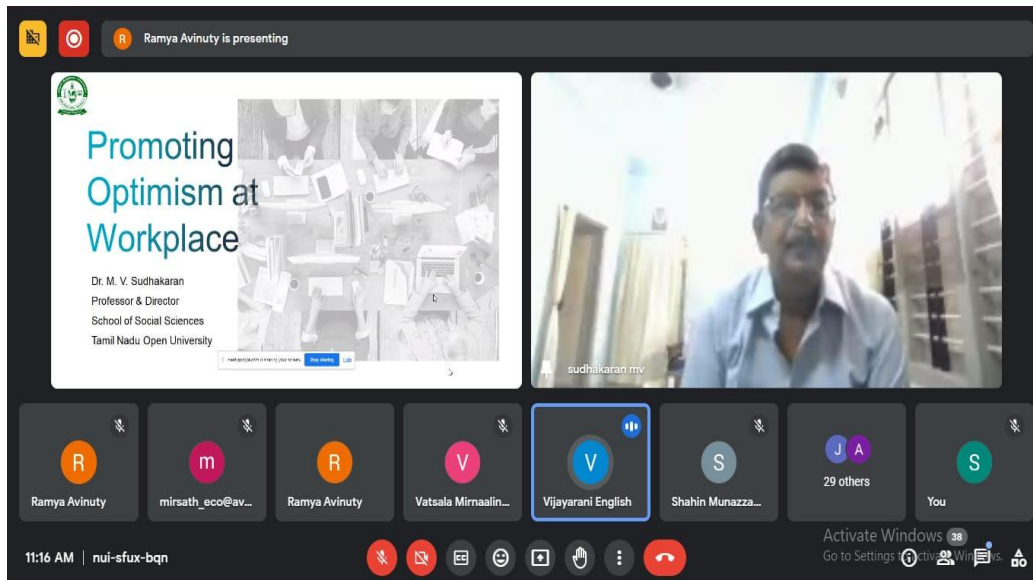
The session on "Psychotherapeutic Interventions for Emotional Well-being" was handled by Dr. Surendran. V, Professor, Adyar Cancer Institute, Chennai. The session commenced with the orientation of fundamental concepts of psychology including Maslow's hierarchy of needs, Carl Rogers theory of Well-being, Objective and Subjective components of Life. The elements, structure and core concepts of cognitive behaviour therapy were detailed in the session. The types of commonly experienced cognitive distortions and the techniques to counter its effects were oriented to the participants.





DAY 2

The second day of the programme commenced with the session on Emotional and Psychological Well-Being in Technology saturated World by Professor Azizuddin Khan from IIT-Indian Institute of Technology, Bombay. The speaker enlightened about the core features of psychological well-being. Professor, further discussed the changing concepts of health such as ecological, psychological and holistic concepts. The session oriented the participants on different types of well being including subjective well being, spiritual well being, existential well being and communal well being. The knowledge shared on technology and health and potential remedies to reduce harmful effects of technology enriched the participants. The lecture focused on strategies to develop emotional well-being aiding in combating negative impact of technology on mental health.



Dr. M.V. Sudhakaran, Professor and Director, School of Social sciences, Open University Tamil Nadu Served as the resource person for the second session entitled 'Promoting Optimism At Workplace'

A brief introduction about optimism and the implication of the optimism at workplace was provided. The lecture was inclusive of the various aspects of optimistic mindset. Professor clarified the difference between optimism and unrealistic positivity. The further discussions on the role of optimism at the workplace and its benefits such as increased productivity, improved employee well being, enhanced collaboration and teamwork, greater innovation and creativity and higher employee retention were presented. The strategies for promoting optimism and ways to measure the impacts of optimism was listed. The session concluded with the summary of the effective strategies such as promoting trust, celebrating strengths, work flexibility.

The third session titled 'Building resilience: Physical and Mental' was presented by Dr. Fr. Sundar Wilson, Director of Anugraha, Capuchin Institute of Psychotherapy, Dindigul. Professor summarized the 'types and dimensions of resilience - physical, mental, emotional and spiritual. The speaker oriented the participants on 'Disturbance of irrational thoughts by Albert Ellis' such as 'Discomfort disturbance' and 'Ego disturbance' with various experiments and examples. Elizabeth Hurlock's experience of proposing the concept of appreciating children, an important way of increasing their resilience Was shared. The session emphasized on the responsibilities and encouragements as a way of enhancing the academic progress in students. Overall, the association

between physical and mental resilience serving as a factor of significance in enhancing emotional well-being was highlighted.

In the fourth session of day 2, Dr. Venkatachalam.J, Professor, Department of Psychology, Periyar University, Salem expounded on Constructive Teams for Effective Work Culture. about the difference between 'team' and 'group' was discussed. The session emphasized on team building and the reasons to start building a team to increase the team spirit, motivation, employee appreciation and to unlock leadership potential. The speaker oriented the key actions in team building and the importance of team building. The briefing about work culture, pointed out the factors affecting work culture. The discussions on the benefits of creating a positive work culture by recruiting, motivation and productivity enabled the participant's understanding on the impact of organizational climate. The inspiring quote 'Coming together is a beginning, keeping together is progress; and working together is success' marked the end of the second day of the programme.

Ramya Avinuty is presenting

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Short Term Capacity Building Programme on
Emotional Well-Being at Technology-Enabled Workplace
Day 2: 25/04/2023

**EMOTIONAL AND PSYCHOLOGICAL
WELL BEING IN TECHNOLOGY
SATURATED WORLD**

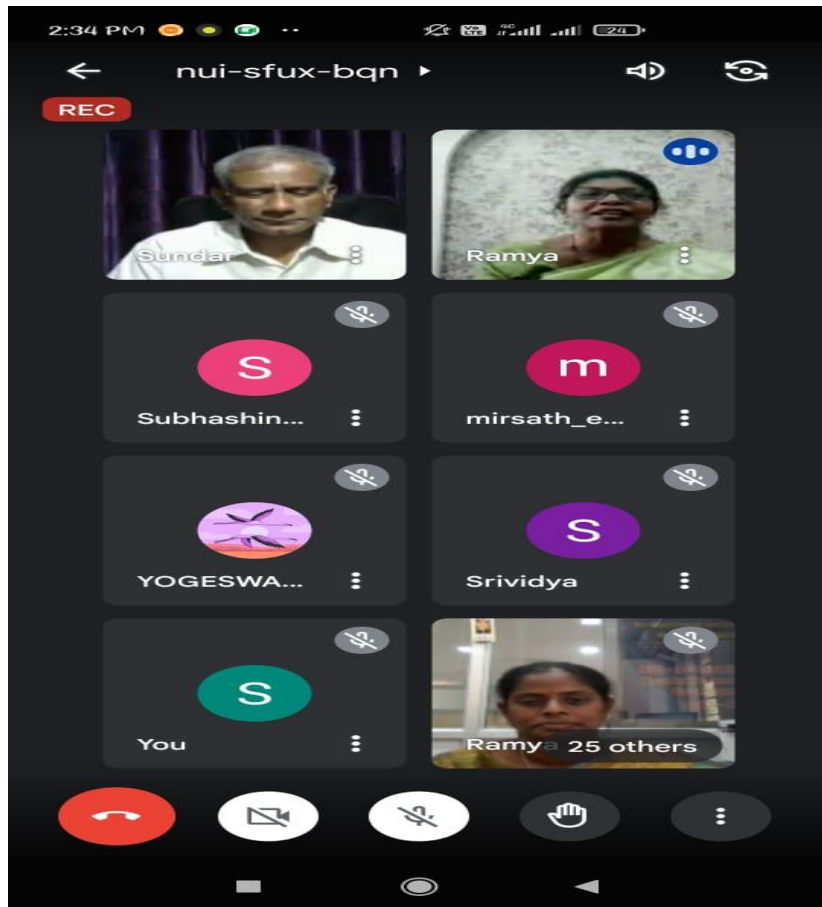
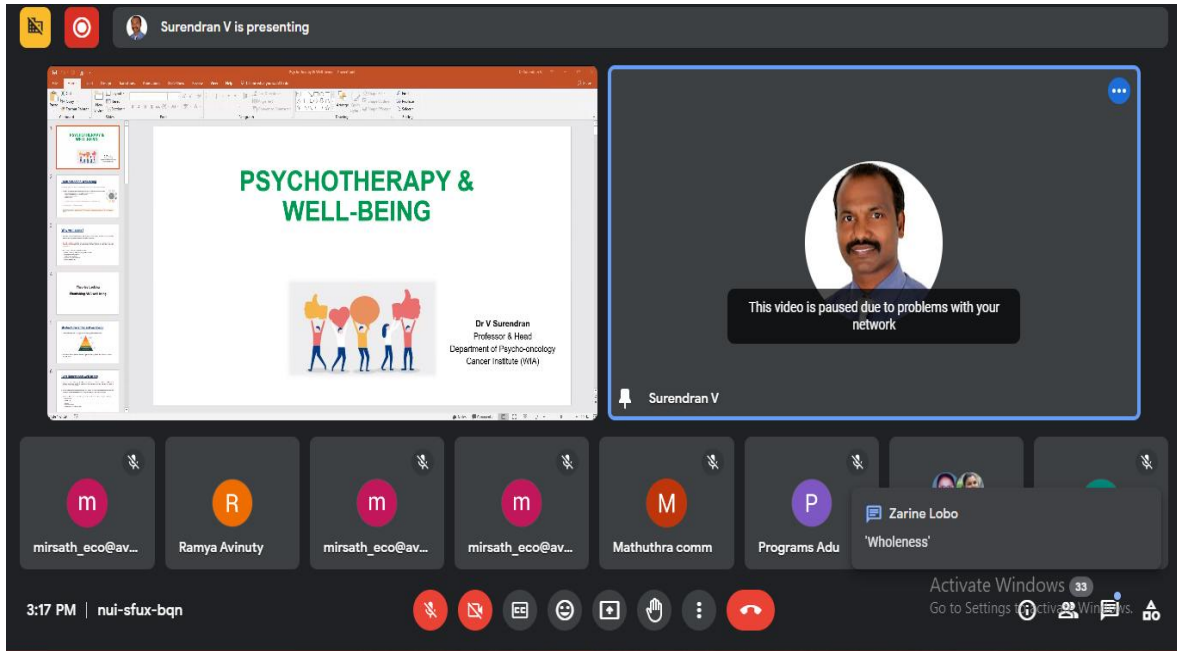
PROF. AZIZUDDIN KHAN
PROFESSOR, DEPARTMENT OF HUMANITIES AND SOCIAL
SCIENCES
INDIAN INSTITUTE OF TECHNOLOGY BOMBAY

Aziz Khan

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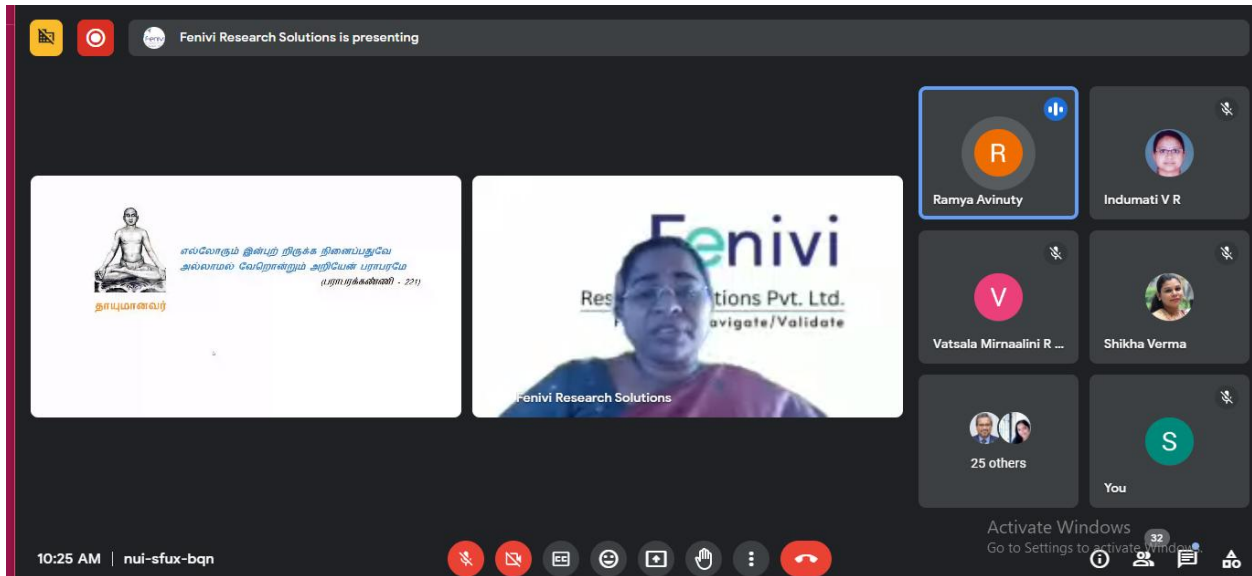
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DAY 3

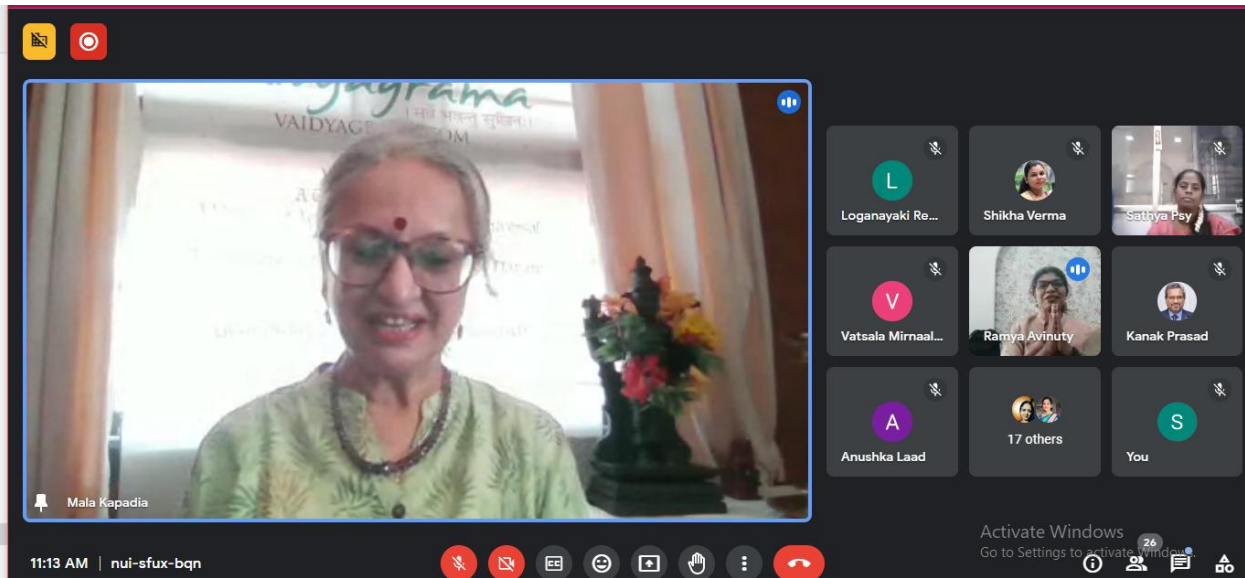
SESSION I:

The third day of the short-term capacity building programme on Emotional well-being at technology-enabled workplace started at 09:30 am. The first session of day 3, “Happiness index and emotional well-being” was addressed by Dr. Vidhu Bala, Director, Fenivi research solutions. The session started with a brief explanation of the Human Development Index. The indicators of the Human Development Index included Life expectancy at birth, expected years of schooling, mean years of schooling, and GNI per capita. The dimension Index encompasses on life expectancy Index, educational Index, and GNI Index. A list of the top and most important countries in the Human Development Index for 2021 was presented, with India ranked 132 out of 191 countries in UNDP's Human Development Index. The statistics of the happiness index listed India to be placed consistently after 100. According to the World Happiness Index 2023, only Madagascar, Zambia, Tanzania, Comoros, Zimbabwe, Sierra Leone, and Lebanon are behind Afghanistan in the happiness ranking based on a three-year average. The speaker spoke about the seventeen goals of sustainable development such as no poverty, zero hunger, good health and well-being, quality education, gender equality, clean water and sanitation, affordable and clean energy, decent work and economic growth, industry and innovation, reduced inequalities, sustainable cities and communities, responsible consumption and production, life below water, life on land, peace, justice and strong institution and partnership for goals. A detailed note on happiness and the ways to measure happiness was taught. The six critical indicators include GDP Per capita, social support, generosity, healthy life expectancy, freedom to choose life choices, and perceptions of corruption. A complete knowledge of positive emotions and negative emotions was given. It was mentioned that positive impact derives from the mean of an individual's yes or no responses to three questions about emotions experienced or not experienced in the previous day: laughter, enjoyment, and learning or doing something interesting.



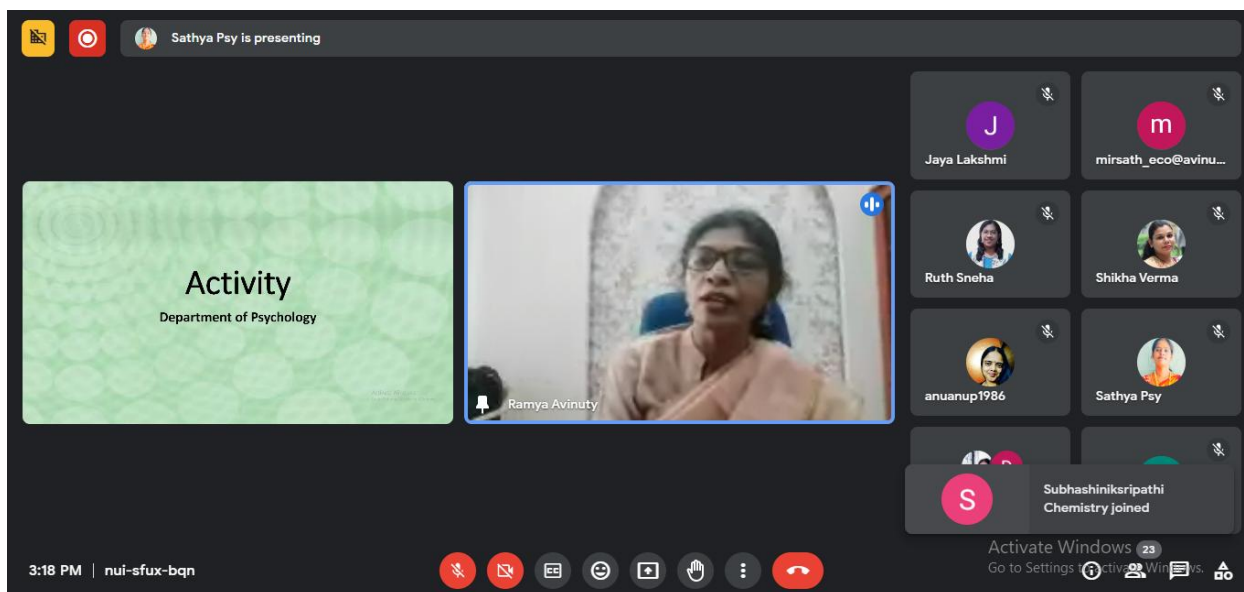
SESSION II:

The second session was about Emotional well-being and Indic Psychology at workplace which was carried out by Dr. Mala Kapadia, Director, of transdisciplinary research initiatives, Anaadi Foundations. The session started with three questions, first, what is a technology-enabled workplace? Second, what is emotional well-being? Finally, how they are related and impact each other. It was said that the answers are within us, encompassing inner technology and outer technology. The inner technology consists of self-self, macrocosm-microcosm, and emotional well-being. Also, it was insisted that we need integration of both science and arts is needed, because Ayurveda very clearly says that all of us have been reprimanded. This refers to the science of psychology, where psyche means soul or consciousness. The field of psychology is concerned with human immunity, which depends on well-being. A clear view about Xenophobia was given, which refers to restricting the creative energy or the limited understanding of the self. Human immunity depends on wellbeing because, emotions and wellbeing are rooted in creative energy which is derived from our consciousness. A detailed description on the Matrix- inner technology was given. This consists of three energies such as Trigua, Sattva, Rajas, Tamas and five Mahabhootas such as the Akash, Vayu, Agni, Jala and Prithvi. This is exactly known as yogic language or ayurvedic language called triguna. So according to yogic perspective, the energy field is of three. The concept of Panchamahaputra or Panchatatma Yoga was emphasised. The speaker defined that our mind is made up of Trikuna. The cognitive senses and mortal senses turns into a memory associations and create a meaning out of it. Hence, it is interpreted that al the emotions are matrix of three gunas and panhamatha.



SESSION III:

The session was carried out by Dr. Babu Rangarajan, clinical psychologist. The session focused on Emotional wellbeing. The speaker emphasised on six basic emotions and how it affects our parts of life. The speaker introduced a cognitive model technique which based on thinking, feeling and behaviour. The speaker gave many instances based on cognitive model technique. This model is understood to overcome unpleasant emotions and provided interpretation of the technique. The resource person described about model benefits and its applications. The techniques can be helpful to deal with social situations and it could potentially develop unpleasant emotions or negative emotions. The entire session was about emotional well-being and its effective application of technique across individual's life span.



DAY 4

27-04-23:

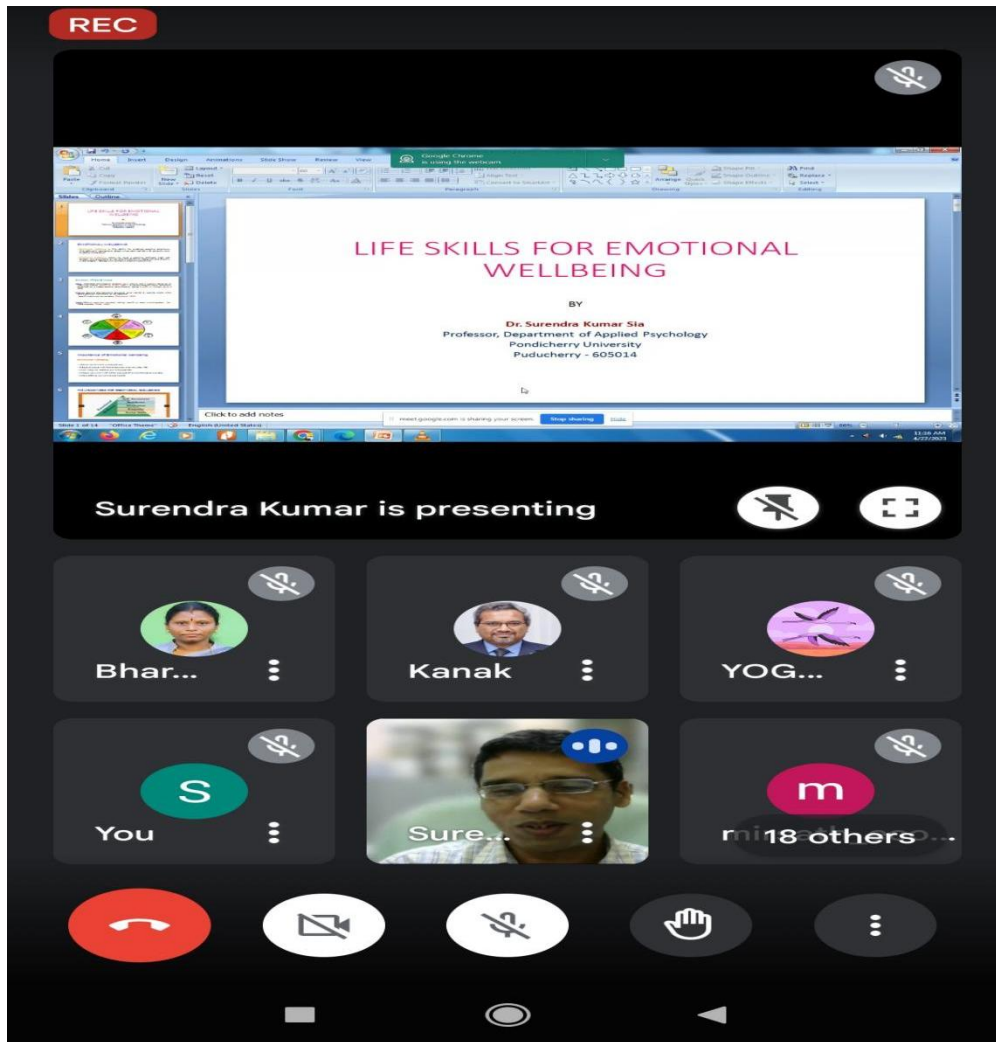
Session 1

The session commenced on the topic of Mental health policy and the Indian mental health scenario by Mr. Kishore Kumar Kengeri Venkatesh. The speaker gave a description about mental health policies and its advantages. The session covered mental health issues relating to how it affects the well-being of the individual and the current Indian Mental Health scenario. Since a huge number of the population are affected by Mental health problems in recent years post covid-19. The speaker spoke about the issues in implementing the policies in the country and how it is imparted in various Mental health institutions. The main part of the policy is to provide affordable mental health treatment and care to the population. The speaker emphasized the majority of mental health professionals providing care within the country. The key is to use the decentralized approach in community care was elaborated. Community care is very effective and safe can have all access to all people in the community and it reduces the stigma and discrimination in people. The speaker gave a brief description of community care that can be provided by non-professionals and professionals. The important aspect is to reduce the treatment gap and social economic inclusion of people with mental health problems. The major acts have been implemented into the policy. Suicide was a punishable crime in the past and therefore in the present act it is not a punishable crime that has been included in the policy. The speaker mentioned that it's the first time that decriminalization of suicides and the government has reviewed and taken the initiative to look at interventions. The

speaker ended with a point that there is a very strong foundation for delivering, mental health care in India. The mental health care act has been implemented in all the states and union territories in the country.

Session II

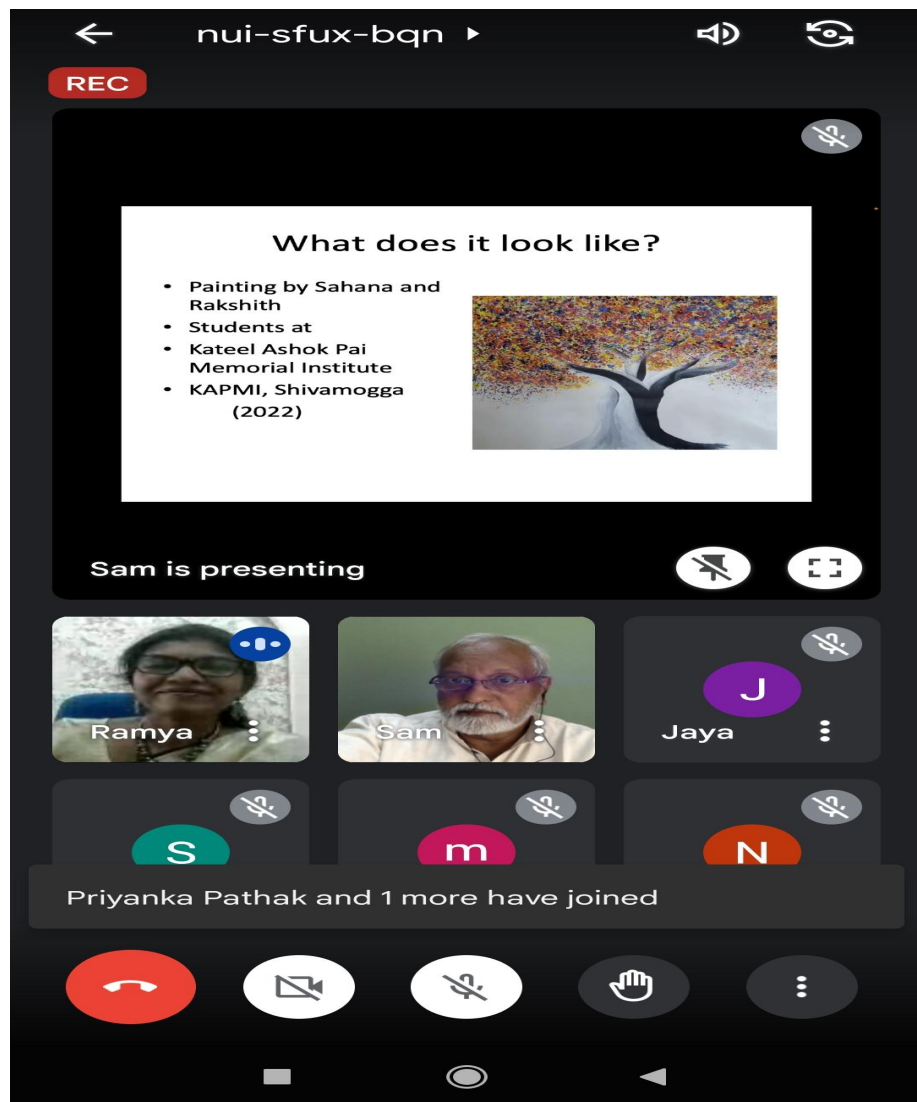
Dr. Surrendra Kumar Sia, Professor Department of Psychology, Pondicherry University started the session on the topic of Life Skills for Emotional Well-being. The session began with the importance of Emotional well-being for individuals. The speaker gave a brief explanation of emotional well-being which allows one to work productively and cope with the stresses of everyday life. It can help the individual to realize their full potential and helps to work with other people and contribute to society. Emotional well-being is the ability to produce positive emotions, thoughts, and feelings and adapt when confronted with adversity and stressful situations. The speaker provided a detailed note on emotion, affect, and mood. Affect is an immediate physiological response to a stimulus and its typically based on underlying arousal, emotions are discrete and consistent responses to internal or external events which have a particular significance for the organism. The speaker added the classification of emotions. The speaker defined life skills as abilities for adaptive and positive behavior that enable individuals to deal effectively with the demands and challenges of everyday life(WHO) and a behavior change or behavior development approach designed to address a balance of three areas – knowledge, attitude, and skills(UNICEF). The life skill approach consists of the skills, content, and method where skills were classified into core areas which include self-awareness, effective communication & interpersonal relationships, creative thinking & critical thinking, problem-solving & decision-making, and coping with stress and emotions. To effectively influence behavior, the skill must be utilized in a particular content area. The content area involves a balance of three elements: knowledge, attitude, and skill. The methods involved in traditional “information-based” approaches are generally not sufficient to yield changes in attitudes and behaviors. The speaker emphasized adult learning theory which they can associate with their experience and practice. The session with note on foundations of emotional well-being depend upon self-awareness, resilience, motivation, empathy, and social skills.



SESSION III:

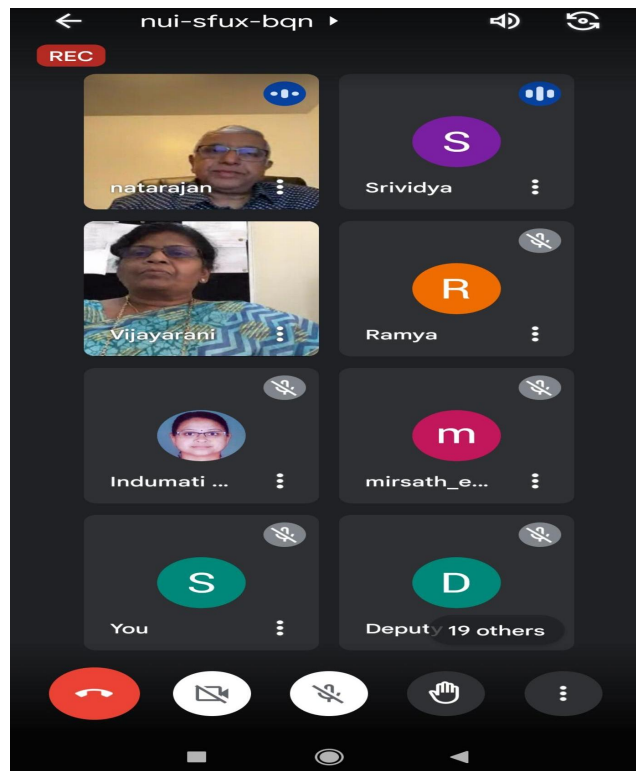
The third session of the day was presented by Dr Sam Manikkam, Professor of Clinical Psychology, founder of IPN, and Gestalt therapy trainer on the topic of Support mechanisms assisting internal flexibility and technology-enabled campus. The session was carried on to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels. The consequences of ignoring the current challenges include damage to oneself, students, and the profession. In recent years was affected by covid accelerated border crossing along with technology where people were border-crossers in daily transition from two worlds of family and work and shape these worlds while in contact with the respective worlds of work and family. The main changes in role relationships are therefore key to changes in work systems. The speaker mentioned that Barley (1990,2015) argued that technologies

trigger change by altering ‘workers’ non-relational roles and such changes may then lead to changes in the nature of interactions workers have with members of their role-set and who comprise their role-set. The speaker further explained Dramaturgical Analysis as it focuses on how people play their roles and the researchers need to document repetitive patterns of typical encounters. The speaker postulated the question namely, has the technology shaped role relations within the working system in which it resides? And the answer was yes. The speaker concluded by introducing some activities about an individual’s timeline. Further, he discussed five dimensions of self-care that include physical, psychophysical, spiritual, intellectual CPD and psychological.



SESSION IV:

The final session of the day was carried out by Dr. Natarajan Elangovan on the topic of Stereotype and Peer Pressure in Work Place. He is a psychiatrist from the United States. He discussed common stereotypes which can be faced universally among genders in different surroundings such as the workplace, personal life, and so on. During COVID times the roles were reversed, and men faced unemployment. The speaker initiated the discussion by asking what the word stereotype reminds them of. Certain participants told Anti-Semitism which helped the speaker to discuss further. He explained about the anti-semitism on Jews which took multiple lives in Western nations. He also discussed stereotypes in the United States and asked participants about the stereotypes faced in India. He discussed stereotypes faced by Scheduled Tribes and Scheduled Castes in India along with the participants. The very basic stereotype which is faced since the creation of Animal Kingdom is gender bias. Alongside, humans assign certain behavior to gender since no official norms were created but expected them to follow such unsaid rules. For instance, aggression is assigned to males whereas submissive is assigned to females. Further, the speaker told that humans hold specific unconscious biases, where they think that certain gender cannot do certain tasks or work. If they did, others were automatically surprised. For example, the first woman Pilot. The session concluded with a question postulated by the speaker are people progressing or regressing?



Day 5 – 28.04.2028

Session I

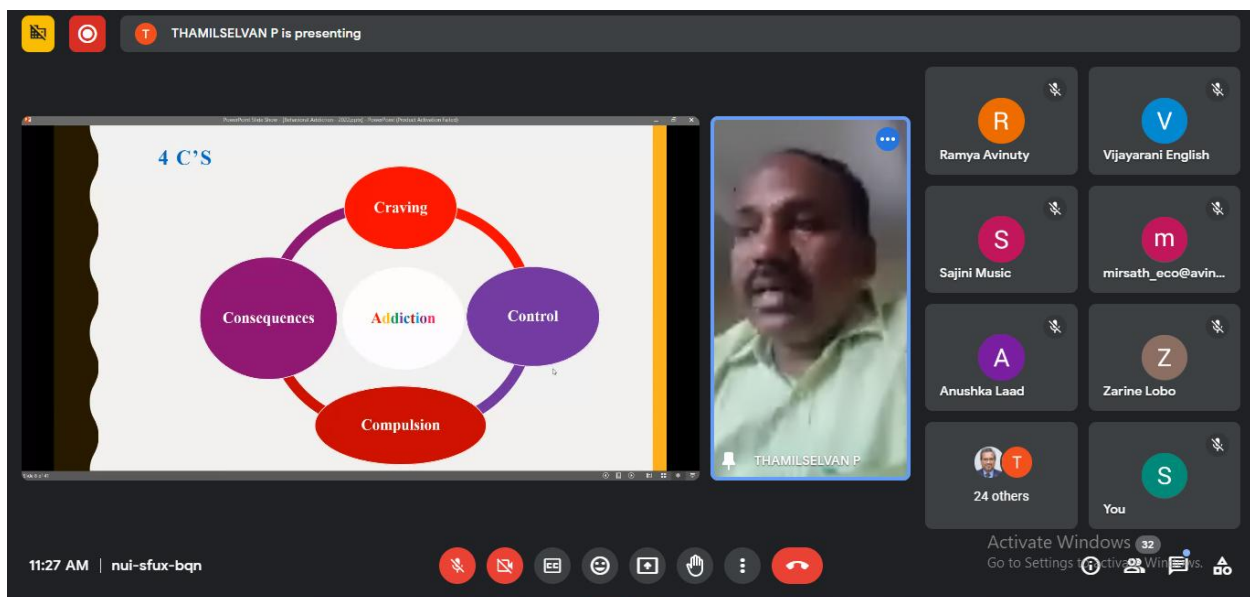
Emotional Equanimity by Dr. Aarthi Rajarathinam, Ted Expert

The most significant and critical aspect of emotional intelligence in the workplace was covered in the seminar. The lecturer emphasized that all genuine emotions are generally positive since they should be controlled rather than suppressed. In contrast to uncontrolled or neglected emotions, which lead to toxic transactions between people and unhealthy games in relationships, regulated emotions foster healthy relationships. The resource person pointed out that scientific studies have shown that our body has a built-in cycle for regulating emotions that can take anywhere from one minute and one minute and twenty-three seconds. Teenagers deal with these unregulated emotions by finding distractions in technology, which over time turn into addictions. Only the narrative that continues to go through our minds makes the emotions we experience more intense. Therefore, it is crucial to teach the next generation how to manage their emotions rather than suppress them. In terms of physical, topical, emotional, and time boundaries, it is crucial to establish healthy boundaries. Since setting personal boundaries entails honouring or acknowledging one's own feelings, it also implies respecting those of others. In this technologically advanced day, it is of the utmost significance to teach children about these boundaries from an early age because emotions begin to develop the moment we are born. The more interactions we establish in life that are healthy, the earlier we regulate it.



Session II – Behaviour Addiction and its management – Mr. Thamilselvan, Assistant Professor, Department of Psychology, PSG College of Arts and Science.

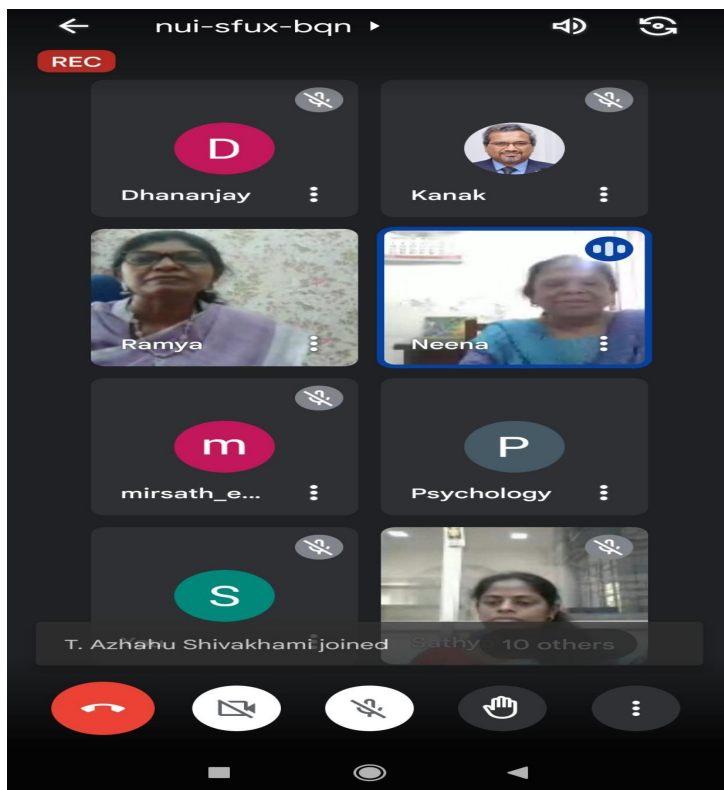
Mr. Thamilselvan, Assistant Professor, Psychology Department, presented on the topic of behaviour addiction and its management. It all began with the quote, "It is hard to understand unless you have experienced it" – Kensley. Humans are unable to empathise; instead, they sympathise, until they have had an experience. The four Cs of addiction were covered. They were compulsion, control, craving, and consequences. The use of media through apps like Whatsapp, Instagram, and others has generated a significant and harmful element that makes a person hooked to FOMO, or fear of missing out, which is now frequently recognized in behavioural addiction. There were some problematic online behaviour patterns highlighted. Various CBT techniques, including role playing and cognitive restructuring, were discussed. Understanding frequent cognitive fallacies will help to lessen behavioural addictions, and regularly working on behaviour modification aids in relapse prevention, enhances coping mechanisms, and facilitates lifestyle changes.



Session III – Emotional Intelligence in the workplace- Dr. NEENA KOHLI, Professor & Head, Department of Psychology, University of Allahabad.

Dr. Neena Kohli's presentation on "Emotional Intelligence in the Workplace" was the theme of the discussion. There are many kinds of intelligence, including organisational intelligence, cultural intelligence, social intelligence, emotional intelligence, and artificial intelligence. By employing this

intelligence in our daily lives, one becomes a wiser, more developed person. A man can use heuristics to make decisions on his own, and emotional intelligence is crucial in this process. Feelings can be kept secret. You cannot hide your emotions. Seven fundamental feelings exist anger, fear, disgust, sadness, contempt, surprise, and joy. Effective leaders have an emotional intelligence that is incomparable. Emotions include five components, according to Daniel Goleman's - self-awareness, self-regulation, motivation, empathy, and social skills. Through effective and efficient negotiation strategies, these elements of emotional intelligence enable a person to establish a win-win situation in a conversation. All these abilities are extremely important for creating a customer-friendly environment and a satisfied client base at work. When one can integrate these elements of emotional intelligence and offer conflict resolution in the context of work through skilful negotiation techniques, emotional wisdom emerges.



Session IV - Managing Stress by Developing Rational Emotions - Dr. POOJA PURANG, IIT, Bombay

Dr. POOJA PURANG, IIT, Bombay, presented a seminar on "Managing Stress by Developing Rational Emotions." People interpret stress differently depending on the context and what it means

to them. The rational-emotive therapy approach was started by Ellis, who rejects Freudian theories in favour of the premise that emotions are the result of conscious cognition as well as internalised ideas of which the individual may be unaware. An important factor in determining whether a situation is stressful is a cognitive assessment. One will undoubtedly suffer some level of tension if they undergo a change. Accepting that change is a part of life and approaching it with openness are the best ways to deal with this kind of stress. Chronic stress, or persistent stress that lasts for a long time, can cause heart and blood vessel issues in the long run. The body can suffer from the constant and continuous increase in heart rate, as well as the high levels of stress hormones and blood pressure. It is the irrational belief system that makes an activating event to an emotional turmoil. Rational appraisal gives emotional calmness. A person's capacity to cope is defined as the cognitive and behavioural techniques they employ to manage demands they believe to be beyond their capacity to meet is what determines their power to control their emotions. The goal of appraisal-focused techniques is to alter one's way of thinking and challenge one's own preconceptions. This could entail removing oneself from the issue or obstacle, changing one's aims and ideals, or finding the humour in the circumstance to put a positive gloss on things.



DAY 6: 29-04-2023

Session I:

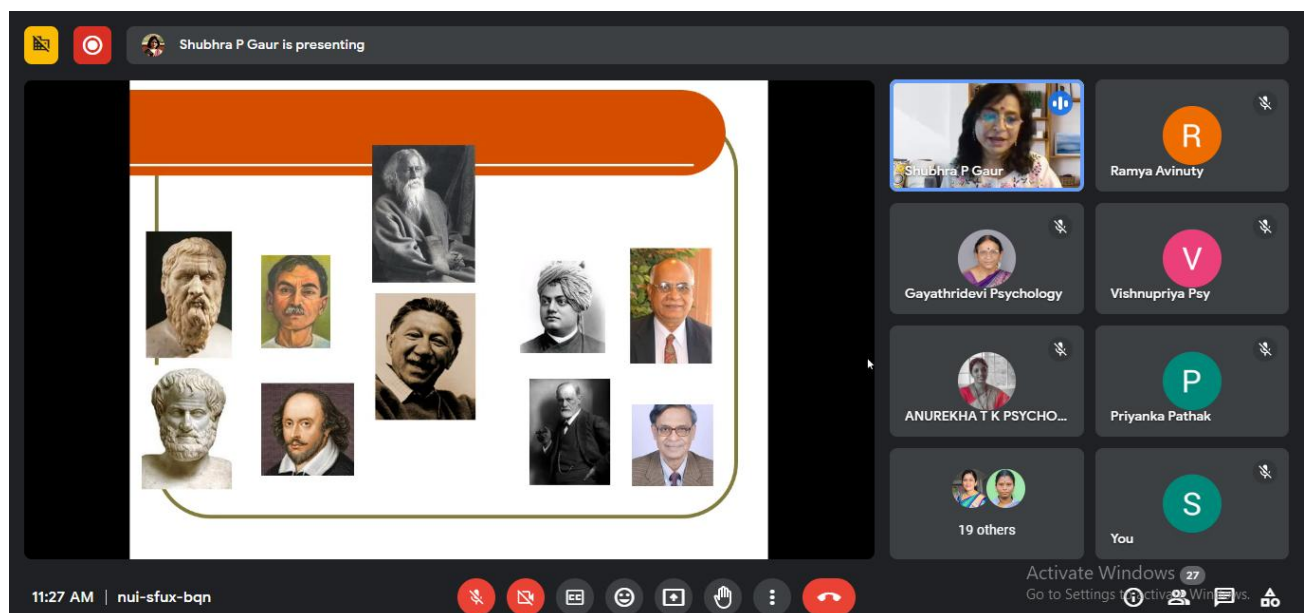
Dr. Sudha Ramalingam presented this session, which was entitled "Ethics and Respecting Boundaries." The session began with an explanation. Building a productive workplace requires setting boundaries and providing structure. Creating healthy work habits involves setting boundaries at work. People are typically able to better separate between their personal and professional life due to these restrictions, which also helps them keep up their productivity and happiness at work. Setting boundaries is crucial no matter where we are at home or at work because it gives us a framework and a base upon which to develop other aspects of our lives. This was made abundantly clear by the resource person. It was also said that ethics and boundaries enable people to operate more harmoniously together. Additionally, boundaries help to create a safe environment at work and protect people from physical and emotional harm. Every professional company will have an ethical and legal foundation that both the employers and the employees can feel secure in. The boundaries that are established in the workplace can differ from person to person. A circumstance where people remove themselves from a location where they do not feel safe is referred to as a physical boundary. People sometimes establish emotional and intellectual limits, which refer to where to draw the line or how much to share about one's personal ideas to others. In the absence of perfect trust, people can set this barrier for themselves. The resource person highlighted the need of maintaining professional boundaries in the workplace since it promotes greater productivity. Additionally, it was mentioned that without boundaries, everything would be chaotic and the work would not go as planned. Any organization's rules and regulations help employees in understanding their obligations. Additionally, it teaches employees that this is the line they can cross and the one they cannot. Thus, it aids in the employees' better understanding of their roles and minimizes exploitation. The resource person further clarified that the policy of the organization establishes the professional boundaries. The personal level and the policy level, however, are solely determined by the individual. The existence of several professional ethics or workplace ethics was also stated. Ethics is the study of moral concepts that relate to right and wrong interactions, and it broadly refers to a person's character. The resource person made it evident that every institution has its own set of ethical standards and professional bounds. Additionally, ethics describes what is acceptable and what is not. Additionally, it is essential for employees of any organization to uphold the reputation of their workplace. The resource person provided numerous examples from real life that helped participants understand the ideas better. The resource person underlined that people must maintain a distinct line of distinction

with our superiors as well as those who work for and under them. The resource person also offered some advice on how to deal with boundary problems. Additionally, lessons on maintaining and building confidentiality were provided. The resource person stressed the significance of power dynamics and vulnerability.

Session II:

Dr. Shubhra carried on this discussion. A quick introduction to some prominent people served as the session's opening statement. The importance of teamwork and team building were explained in concrete terms. The resource person cited accomplishment, authority, affiliation, security, and adventure as qualities that a motivator must have. Each of these traits was covered in a very brief note. Achievement denotes the need to achieve challenging goals, power describes being acknowledged for having influence, affiliation indicates warm relationships, security is made up of continuity, stability, and predictability, and adventure refers to being open to risk and uncertainty. Also mentioned was the idea that a person's personality is shaped by their experiences. The resource person suggested that we need to influence group members in order to improve teamwork. Therefore, the need for power, motivation, and recognition as an influential person will always exist. It was also made apparent that every person has challenges in life, and that despite these challenges and setbacks, people must develop inner motivation in order to lead meaningful lives. The expert source gave a detailed explanation of how technology affects people. Additionally, a clear distinction was made between aspects of one's self and life that have benefited from technology and those that have been adversely affected by it. Connections, information, speed and ease of communication for better governance, apps for mental health, and immersive technology are some aspects of one's self and life that have benefited from technology. On the other hand, constant distractions, sleep disorders, work-life balance, social comparisons, addictive stress, and anxiety are some aspects of self and life that have been negatively influenced by technology. Additionally, it was mentioned that offering social security is crucial in terms of corporate social responsibility. The resource person also made a clear contrast between the private and public personalities. The public personality's name, age, family background, organization, etc., are all known to both oneself and others. While the private personality is kept a secret from others and known only to oneself. This also includes feeling irritated on the inside but not expressing it after receiving a rejection or lack of respect. The resource person described the blind spots in great detail. Blind spots or the blind area are things that a person

is unaware of but that are known to others. Additionally, it is a mannerism that may come off as annoying, funny, or pleasing to others while the person is unaware of it and making it a potential source of hidden strengths. The resource person also provided a thorough explanation of the dark spots. This refers to certain characteristics that are suppressed because they are viewed as being very undesirable. Three key components of managing oneself were also mentioned. this includes self disclosure, openness to feedback and perceptiveness. Additionally, the connection between perceptiveness and openness to feedback was emphasized. The resource person also provided advice on how to improve one's own efficacy. When employed properly, perceptiveness and openness to feedback strengthen one another and promote personal effectiveness. The resource person concluded by providing the 3c and 3a framework for developing on social media. The three Cs are conversation, content, and consistency; the three A's are authenticity, accessibility, and awareness. And the expert emphasized the connection between one's projected self image, real self, self as perceived by others and projected self image.



Session III:

Dr. Shubhra continued this session. The title of this class was "Tete-a-tete with others in a digital workplace." Getting things done collectively, inspiring people, and leading are the main topics of this workshop. The resource person opened the discussion by asking a few questions, like how you go about getting things done, what your leadership theory is, what your leadership style is, etc. The resource person distinguished between a manager's and a leader's responsibilities clearly. A clear

picture of managing and leading was provided because it is believed that both are of the utmost importance. A manager manages complexity by focusing on creating thorough plans, effective structures, daily operations, and getting the job done. A leader, on the other hand, approaches change by striving to question, the status quo, create a vision, motivate people, and exert influence. The resource person provided a comprehensive overview of both technical and leadership knowledge. This concentrated on understanding and managing macro aspects, as well as understanding and managing oneself and others. Additionally, it was emphasized that leadership is a journey that involves managing versus leading, leadership knowledge, and the essence of leadership lies in discovering the human spirit with oneself and kindling it in others. The expert gave a thorough explanation of Hersey and Blanchard's situational leadership theory. According to this idea, there are two distinct leadership behaviors regulating and nurturing that, when scaled from low to high, result in four different leadership styles. These four types of leadership are directive, supportive, consulting and delegating. Each of these leadership styles was described in great detail. Additionally, a distinction between the directive and supportive styles as well as the consulting and delegating styles was established. The resource person made a clear distinction between leadership knowledge and technical knowledge. This included self awareness, awareness of others, and understanding and managing macro aspects. The resource person led the discussion by concentrating on interpersonal conflicts. By linking various conflict styles to animals like turtles, teddy bears, sharks, foxes, and owls, graphics were used to demonstrate various conflict styles. Each style's benefits and drawbacks were discussed. The resource person then focused on giving and receiving feedback. Several real life examples were given regarding giving and receiving feedbacks. Finally, the two methods of giving feedback were studied – the effective and the ineffective way.

The screenshot displays a Zoom meeting interface. The main content area shows a presentation slide with the following text: "Tête-à-tête with others in a digital workplace", "Dr. Shubhra P. Gaur", "Professor, MICA Ahmedabad", and "29th April, 2023". The slide also features an illustration of people in a digital workplace. The Zoom interface includes a top bar with the presenter's name "Shubhra P Gaur is presenting", a grid of participant video thumbnails, and a bottom bar with meeting controls and system information.

Session IV:

The session was on the topic emotional agility a term coined by Susan David, a psychologist at Harvard. The discussion was facilitated by Dr. Payal Chandel, Associate Professor, Central University of Haryana. In order to be flexible with your ideas, emotions, and experiences in a way that is consistent with your values and aspirations rather than being driven by unfavourable or impulsive reactions, one must have emotional agility. Poor time management skills, bad personal habits, an unsupportive work environment, a lack of boundaries, and occasionally family obligations and overwork are the causes of poor work-life balance. High emotional agility individuals are not driven by their emotions; rather, they are adaptable, resilient, open to conversation, self-aware, and capable of directing their emotions in a healthy manner. As a result, they are empathetic and proficient communicators. Emotional agility is crucial for an individual to improve their resilience, communication, and wellbeing. It also helps them negotiate better deals at work. One can learn to recognise, accept, as well as regulate their emotions by engaging in self-compassion practises, self-reflection, practise of mindfulness, and with a growth mindset and being open to seek support whenever necessary. When one learns to evaluate and direct emotions, emotional agility increases. A positive indicator that one is developing emotional agility is the realization that one had learn to handle their emotions rather than letting their emotions handle them.

Dr. Payal Chandel is presenting

Role of Emotional Agility in Work-Life Balance
Professor Payal Kamraj Chandel
Associate Professor, Department of Psychology
Central University of Haryana

Dr. Payal Chandel

Ruth Sneha
Ramya Avinuty
Vijayarani English
Gayathridevi Psyc...
ANUREKHA T K PS...
Vishnupriya Psy
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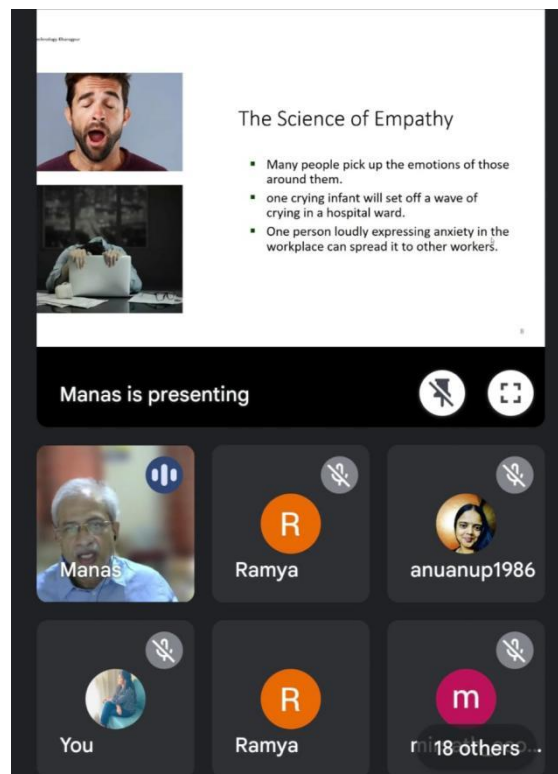
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Day 7 – 02.05.2023

Session I – Empathy at Workplace by Mr. Manas K. Mandal, Ph.D., FNAPSY

Manas K. Mandal, Ph.D., FNAPSY, began the presentation by addressing empathy in the workplace. A brief explanation of self-transcendence, empathy, sympathy, apathy, loneliness, and melancholy was given by the speaker. He believes that sympathy, empathy, and compassion are the three ideas that must be fully grasped. The term sympathy refers to a true desire to help someone who is going through a difficult or unpleasant circumstance, as contrasted with empathy, which is actually sharing in another person's emotional experience, and not just helping. The capacity to feel empathy for another person's suffering and the desire to reduce that suffering are both examples of compassion. The melancholic will develop depression. The necessity of empathy is then raised by the speaker. Understanding another person's feelings and placing yourself in their situation are two characteristics of empathy. It involves giving the other person more space and speaking on a level with them in order to fully understand what they are going through and ponder on the solution rather than just responding to the issue. A number of examples were used by the speaker to discuss the science of empathy. Next, the researcher introduced mirror neurons, a special subset of brain cells that drives



empathy. Anyone can experience another person's sorrow, anxiety, or joy thanks to these cells, which allow them to mirror emotions. He also talked about how empathy encourages innovation, collaboration, and invisible connections at work. He discussed several practical tips for developing empathy in our daily lives. The speaker recommended reading "Empathetic Leadership" by Michale Brisciana, a book on empathy that offers 47 practical tips for leading with empathy, courage, and confidence in any chaotic circumstance.

Session II - Emotional Wellness for workplace by Dr T. Santhanam

Dr. T. Santhanam began the session with a lecture on emotional wellness in the workplace. He started with a touching tale about Mr. Ratan Tata, who once saw one of his employees soothe a stray dog from the relentless rain with an umbrella waiting in a hotel in Bombay. Tata snapped a picture and shared it with all his employees, explaining the significance of empathy. This is an illustration of how empathy functions and how it ought to function at work. The office has received a lot of energy from this communication. Is it required to comprehend a person's neurological, physiological, and psychological characteristics in order to improve emotional wellbeing? The speaker mentioned thought and emotion. The limbic system, which is referred to as the "feeling mind" in neuroscience, is the portion of the brain that governs emotions. Everything that the mind has stored since conception is in the storage area. The rational and human portion of the brain, the thinking mind, is the region that takes the longest to develop. This is the location of one's personality. The lecturer proceeded to discuss the frontal lobes, which oversee reasoning, judgement, and motor control. Handwriting, bodily posture, and sensations are all controlled by the parietal lobe. Hearing and memory are both regulated by the temporal lobes. The visual processing system of the brain is in the occipital lobes. He next encountered emotional hijacking, which happens frequently in everyday life. Many of the societal issues we face daily—as individuals and as a society—are caused by emotional



hijacking, which is actively at work. Then he highlighted that the amygdala, which is known as the emotional hijacker of the brain by psychologist "Daniel Goleman, is engaged in emotional responses. The speaker briefly explained dopamine, serotonin, acetylcholine, neurons, and neurotransmitters. Then he talked about the emotional characteristics of human beings, such as jealousy and insecurity, which some people have in relationships and which can lead to conflicts. He taught us the "Rain Technique," which stands for "recognised, "accepted," "investigated," and "non-identity" with the four letters of Rain. He concluded by saying that resilience, awareness, and meditation become the tools of success.

Session III - Human Connect by Rajesh Kumar Kallimuthu, Vice president, Accenture, Philippines.

Mr. Rajesh Kumar Kallimuthu, Vice President of Accenture Philippines, started the session on "Human Connect." How do we facilitate human connectedness in the remote workplace? he asked as he opened the session. What are human connectedness' two main components, and what does it mean? He recounts the difficulties people encounter throughout the pandemic. According to 76% of respondents, working remotely has damaged their mental health and wellness, as well as reduced productivity, lower employee engagement, strained relationships amongst coworkers, and a lack of trust. Since people are essentially social animals, they must belong to a group or society. He added that whether a workspace is an office or a remote workspace, human connectedness may still grow there. The need for employees to feel a part of their team and organization, as well as a sense of belonging, are the two key elements of daily work among employees and inside organizations. He added that a feeling of connection and belonging go hand in hand. In his essay "Belonging is a Need," he used Maslow's hierarchy of requirements, as an illustration, to show how the need for interpersonal relationships, intimacy, community, and group integration are all capable of being satisfied. When these requirements are satisfied, a person's welfare increases and they lead more fulfilling lives. According to a survey, workers who feel strongly connected to their workplace report 56% greater levels of overall job performance. He stated that being connected is essential. The interconnected teams foster healthy working relationships, encourage knowledge sharing, and foster collaboration. A workplace will be more productive the more linked the employees are as coworkers. The lecturer listed seven strategies to feel connected, including identifying one's tribe, seeking out mentors, lending a hand, checking in, praising others' work, and developing communities of practice. The lecturer concluded that equity, diversity, and inclusion help the team and organization feel like they belong.

BELONGING IS A NEED

SELF-ACTUALIZATION
morality, creativity, spontaneity, acceptance, experience, purpose, meaning, and inner potential

SELF-ESTEEM
confidence, achievement, respect of others, the need to be a unique individual

LOVE AND BELONGING
friendship, family, intimacy, sense of connection

SAFETY AND SECURITY
health, employment, property, family and social ability

PHYSIOLOGICAL NEEDS
breathing, food, water, shelter, clothing, sleep

- DESIRE FOR INTERPERSONAL RELATIONSHIPS, INTIMACY, TO CONNECT WITH OTHERS, AND TO BE INTEGRATED INTO A GROUP
- WHEN THESE NEEDS ARE MET, OUR OVERALL WELL-BEING IMPROVES, AND WE LIVE A MORE FULFILLED LIFE.

Sathya is presenting

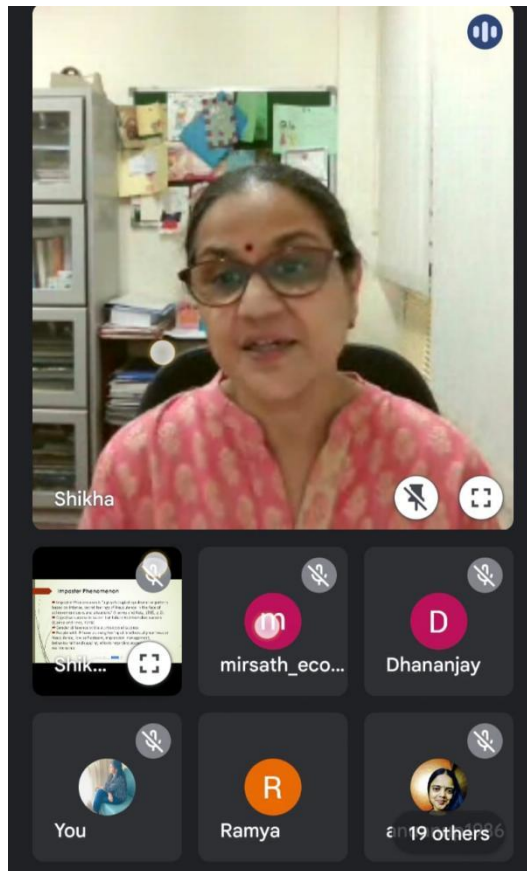
rajesh

Ramya

Ruth

Session IV - Coping with burnout with reference to gender by Prof. Shikha

Prof. Shikha's presentation on "coping with burnout with reference to gender" was the topic of the session. Is there a difference between the experiences of genders when it comes to burnout? the speaker questioned. Gender is the cognitive and perceptual mechanism by which biological differentiation is translated into social differentiation, according to Unger, and these distinctions are based on societal structural elements. The following are the four main parts of burnout experience that Greenglass has covered in-depth: general role explanation, coping mechanisms, work-related perception, and family roles. What elements could lead to stress, mental health problems, and ensuing burnout among women? They come in several forms, including repercussions, mediators, and moderating facts. The lecturer then discussed gender schemas, which are irrational beliefs about how men and women, boys, and girls, behave, trade, and have preferences. Women here refer to relationship-driven, whereas men refer to work-driven. In the context of an organizational setting, gender schemas have an impact on reasoning and mental processes. She then talked about gender scripts in organizations, which means that scripts offer a special method of addressing a basic problem with organizational behavior: knowing how people understand. She also discussed gender



stereotypes and how risk-taking and task orientation are inherited traits of men who lead. She stated that it is challenging for women to perform because workplace dynamics are cognitive elements that may interact with the work environment and gender norms at work. Negotiating identities requires excessive work, tension, and tiredness because few managing dynamics principles are used. The themes of gender consciousness, self-silence, and impostor phenomena were then discussed. Initiatives to promote gender diversity, gendered sociocultural settings in organizations, safety, and social acceptance are some of the ways to promote gender equity in the workplace.

Day 8

03/05/2023

Session I

The session on the topic of managing multiple intelligence and multiple roles in the technology enabled workplace by Dr. V. Bharathi Harishankar, Vice Chancellor of Avinashilingam institute for Home science and Higher Education for Women commenced and enabled the participants to gain the key concepts. The speaker explained briefly about the aggregation of feelings, emotions, traits and

behaviour. She further mentioned about Piaget's approach. She raised a question “if a workplace can be exclusive?” and discussed the varied perspectives developed at workplace. She further mentioned about the challenges in the workplace. It is more about the hats or the roads that we take or the transactional analysis is also linked with this as when we answer somebody what kind of ego stages do we take or in a transactionalism and hats are so very linked. The best transactional happens when people are aware of the each one does. Further the speaker mentioned support the different types of hats and how it can be used in an appropriate great way. The different kinds of hats- thinking hats is a way of investigating an issue from a different perspectives but in a clear way. It helps to avoid conflicts so that one can avoid negative consequences. It is used by individual or groups to move outside habitual ways of thinking try out different approaches and then think constructively about how to move forward. The blue hat signifies that a person focuses on controlling their thinking and managing their decision-making process, next steps and action plans. The white hat Signifies data fact information that are known or needed. Black hat signifies the difficulties potential problems and why something may not work in a workplace. The red hat signifies about the feelings and hunches about the problem followed by instinct and intuition. The yellow hat signifies about the values and benefits and why something may work in a workplace. The green hat shows about creativity of a solution and give solution or alternatives and generates new ideas about the problem in a workplace. The speaker explained briefly about multiple intelligence in a workplace. Multiple intelligence refers to a theory describing the different ways a person learn and acquire information. She further explained that The way a person how to make multiple intelligence work together is to look at how to supplement and complement overall balance of intelligence in a workplace. At the end of the session, she introduced a video clip regarding multiple intelligence for a better understanding and experience.

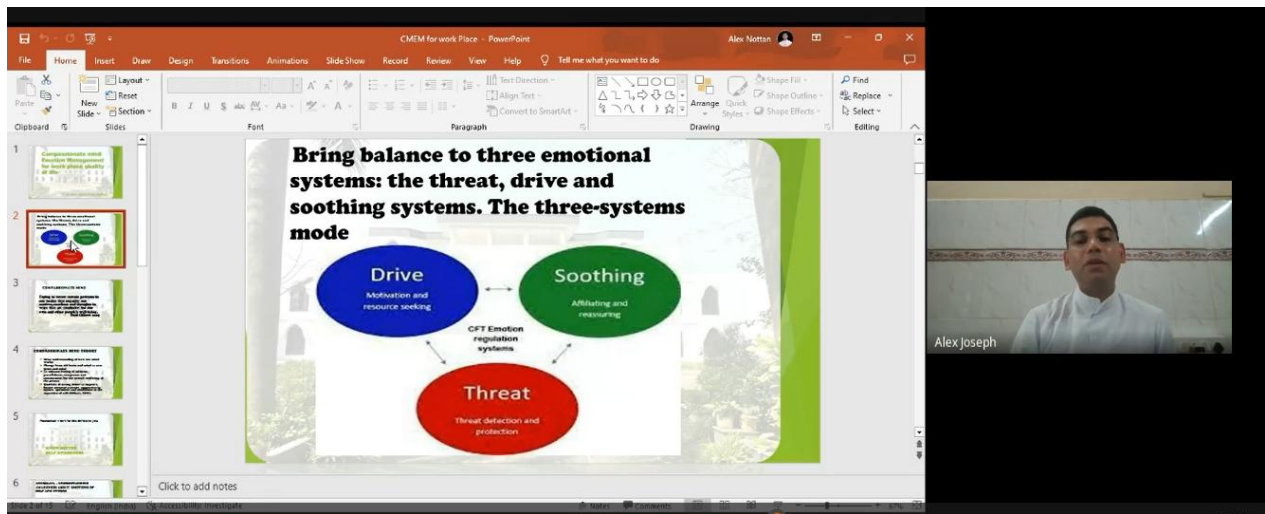


The second session compassionate mind emotion management for workplace quality of life by Dr. Alex Joseph.

Session II

The speaker Alex discussed about compassionate mind theory that clearly understands of how a persons mind works, changes from old brain and mine to new brain and mind, to enhance feelings of safeness peacefulness acceptance and contentment for the overall well being of a person. He further explain about self awareness. He further mention that by greeting someone in an Indian way will give a pleasant feeling and make a person better. That feeling will give encouragement to do good things in their life. Explain about vimorchana which means freedom and opennness for a change person which helps them to create a change within a person. And which may be a better way to make a workplace or the professional in a better result. He explain about Shakti which is power of self. This power of self means a person will have the certain capacity is even the nobody gives appreciation the work. The next is dhaivim which means shining on positive emotions and self. By understanding this clearly it makes the person to take a better choice in their workplace. The next is anukambha which means compassion. It is very useful in establishing an empathetic relationship. If there's an empathetic relationship between colleagues then there will be an efficient team work and better employee relationship. The next is dhaakshyam, which means resourcefulness. There are times when people experience struggle or difficulties in workplace they feel that they are nothing they are not able to do anything in our life total helplessness and this is the time where they have to

keep a valid box that let's bring Wonderland Of possibilities for a problems. The next is prerana, which means motivation or inspiration. People need to be self motivated in a workplace. The next one is sankalpam, which means will or determination. A person should keep a kind of determination as it is a part of a drive system to have a dream to accomplish in our life. The next one is anumodana, that means acceptance and appreciation.



Session III

The session commenced with Activity - Post Assessment of Emotional Well-being, and the scoring was given and finally results were interpreted.

The short-term capacity building programme on "Emotional Well-being at the Technology Enabled Workplace" organised by the AIU-Avinashilingam Institute - Academic and Administrative Development Centre began on 24th April 2023 and was conducted for 8 days up to 3rd May 2023. This programme was solely organised and conducted by the Department of Psychology, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore.

The organising team conducted a preassessment and post assessment of factors affecting emotional well-being to better understand the effectiveness of the programme and to help trace the growth of the participants through the intense 8-day programme. The assessment tested the participants on the first day on the following components:

- Self-awareness
- Self-regulation
- Self-motivation
- Empathy and
- Relationship Skills



Valedictory

The valedictory commenced with a prayer song followed by the welcome address by Dr. K. Ramya, Nodal officer. The presidential address was delivered by Dr. V Bharathi Harishankar Vice Chancellor, Avinashilingam Institute for Home Science and Higher Education for Women. The report summary was presented by Dr.S.Gayatri Devi, Professor and Head, Department of Psychology. The valedictory address was provided by Dr. V.D. Swaminathan, retired professor, Department of Psychology, University of Madras. Sir gave an outlook on the application of basic psychology, ratio for successful living, and the integration of technology with psychology and components of well-being and professor concluded the eye-opening session with inquisitive questions. The vote of thanks was delivered by Mrs. M. Sathya, Assistant professor, Department of Psychology. The Eight Days Capacity Building programme was successfully conducted and received functional feedback from the participants. The participants were provided with feedback links for every session and received suggestions, key take aways to enhance the utility of the programme. The participation certificates were designed and compiled by Ms. Vishnu Priya,S.K. and presented to every participant through registered mail address. Over all, the programme has been intensively productive and considered beneficial by the participants.

The image shows a presentation slide with a video inset. The slide is titled "Application of Basic Psychology" and lists three components: $A_1 = \text{Achievement}$, $A_2 = \text{Ability}$, and $A_3 = \text{Aptitude}$. It is divided into two main sections: "Cognition" and "Affect".


- Cognition** (red box) includes:
 - I. Q.
 - $A_1 + A_2 + A_3$
- Affect** (green box) includes:
 - E.Q.
 - Self Management & Social Skills

The video inset shows a man with glasses speaking, identified as "Vadukupet Swaminathan". There are "Activate Windows" watermarks at the bottom of the slide and video.


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 'A++' Grade by NAAC .CGPA 3.65/4, Category I by UGC Coimbatore-641 043, Tamil Nadu, India
 


**Short Term Capacity Building Programme on
 Emotional Well-Being at Technology-Enabled Workplace**

Day 8: 03/05/2023





EVENT REPORT

DR.S. GAYATRIDEVI
 PROFESSOR & HEAD
 DEPARTMENT OF PSYCHOLOGY
 AVINASHILINGAM INSTITUTE FOR HOME SCIENCE &
 HIGHER EDUCATION FOR WOMEN




Ramya Avinuty


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**Short Term Capacity Building Programme on
 Emotional Well-Being at Technology-Enabled Workplace**

Day 8: 03/05/2023



VOTE OF THANKS

MRS.M.SATHYA
 ASSISTANT PROFESSOR,
 DEPARTMENT OF PSYCHOLOGY
 AVINASHILINGAM INSTITUTE FOR HOME SCIENCE &
 HIGHER EDUCATION FOR WOMEN

Participants List and Details

S.No	Name	Designation	Institution organization
1	R. Vatsala Mirnaalini	Assistant Professor	M.O.P Vaishnav College for Women
2	Revathi Mohan	Founder & Counselling Psychologist	Purple Counselling Care
3	Anupama. N	Ph. D Research Scholar	Avinashilingam Institute for Home Science & Higher Education for Women Coimbatore
4	Anushka	College Counsellor	Srinivassa Sinai Dempo College of Commerce and Economics
5	A.Vijayarani	Associate professor in English	Avinashilingam Institute for Home Science and Higher Education for Women. Coimbatore. Tamilnad.India
6	S Yogeswarie	Assistant PProfessor	Christ Deemed to be University, Kengeri, Bangalore
7	Dr. T. Jothimani	Assistant Professor	PSG College of Arts & Science
8	Dr. O. Mathuthra	Assistant Professor	Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore. Tamilnad.India
9	Dr. K.N.V.Prasad	Director Quality and Compliance	Sri Devaraj Urs Academy of Higher Education and Research
10	Dr. Ruth Sneha Chandrakumar	Associate Professor	Sri Devaraj Urs Medical College
11	Dr. Senthil Kumar E	Deputy Registrar	Sri Devaraj Urs Academy of Higher Education and Research
12	Dr Jeffrin Margreat J	Assistant Professor	CHRIST (deemed to be) University
13	Dr.S.Bharani	Assistant professor & HOD i/c, Department of Tamil,	Avinashilingam Institute for Home Science and High Education for Women
14	B. Loganayaki	Assistant professor	Avinashilingam university
15	Dr. K. Sathiyabamavathy	Assistant Professor	Avinashilingam Institute of Home Science and Higher Education for Women
16	Dr Punithavathi S	Assistant professor	PSG College of arts & Science college
17	Divya Sundaram	Assistant Professor	CHRIST (Deemed to be University)

18	Dr Anurekha TK	Assistant Professor	CHRIST (Deemed to be University)
19	Dr. A V SAJINI	Assistant Professor	AVINASHILINGAM INSTITUTE FOR HOME SCIENCE AND HIGHER EDUCATION FOR WOMEN, COIMBATORE
20	Lethika K	Research scholar	Avinashilingam institute for Home science and Higher education for women
21	Shubashini k. Sripathi	Professor	Avinashilingam Institute for Home Science and Higher Education for Women
22	Dhananjay Vaidya	Assistant Professor	Goa College of Hospitality & Culinary Education
23	Zarine Lobo	Principal	Goa College of Hospitality & Culinary Education
24	Dr. Shikha Verma	Assistant Professor	Acharya Narendra Dev Nagar Nigam Mahila Mahavidyalaya Kanpur
25	Dr.T.Nagammal	Assistant professor in Tamil	Avinashilingam University.Coimbatore-43.
26	Jayalakshmi E K	Counselor	Indian Institute of Human Settlements , Bangalore
27	Dr. M. Mirsath begum	Assistant Professor	Avinashilingam Institute for Home Science and Higher Education for Women
28	Srividya S	Assistant Professor	Avinashilingam Institute for Home Science and Higher education for Women
29	Indumati V R	Assistant Professor	Government First Grade College Kumta Uttara Kannada Karnataka
30	R. Nagomi Ruth	Asst. Professor (SS)	Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore - 641043
31	Dr. Priyanka Pathak	Assistant Professor	P. G. Department of Psychology, Veer Kunwar Singh University, Ara

Sample Certificate



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by NAAC. CGPA 3.65/4, Category I by UGC Coimbatore-641 043, Tamil Nadu, India

AIU - Avinashilingam Institute - Academic & Administrative Development Centre (AIU-AI-AADC)

CERTIFICATE OF APPRECIATION

This is to certify that
Dr. Shubhra Gaur
Professor
MICA, Ahmedabad

has served as a Resource Person in the **Short Term Capacity Building Programme on
Emotional Well-Being at Technology-Enabled Workplace**
conducted by
AIU - Avinashilingam Institute - Academic & Administrative Development Centre (AIU-AI- AADC)
held from **24/04/2023 to 03/05/2023.**

 Dr. S. Gayatri Devi Programme Coordinator Professor and Head Department of Psychology Avinashilingam Institute	 Dr. K. Ramya Nodal Officer AIU-AI-AADC Avinashilingam Institute	 Dr. Amarendra Pani Joint Director & Head, Research Division, AIU	 Dr. Pankaj Mittal Secretary General AIU	 Dr. S. Kowsalya Registrar Avinashilingam Institute	 Dr. V. Bharathi Harishankar Vice Chancellor Avinashilingam Institute
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AIU-AI-AADC
Third Short-Term Capacity Building Program on ‘ Emotional Well-Being at Technology Enabled workplace ’
24.04.2023 - 03.05.2023

Day/ Date	Session I 9.30 am to 11.00 am	Session II 11.15 am to 12.45 pm	Session III 01.30 pm to 3.00 pm	Session IV 3.15 pm to 4.45 pm
Day 1 24/04/2023 Monday	Inauguration & Special Address: Theme : Emotional Wellbeing Of The Employees In A Technology Enabled Workplace Dr. Caven Mc Loughlin Emeritus Professor, Lifespan development & Education Sciences, Kent University, Kent, USA. e-Mail : caven@kent.edu Mobile: +1330-348-9369	Different changes brought by technology in workplace like telework, automation, algorithmic management Prof. S.P Thygarajan, former Chancellor, Avinashilingam Institute.Coimbatore. e-Mail : Profsp@gmail.com Mobile: 9840046575	Family Media Plan Dr. Ann M. Bauer, Licenced School Psychologist, Kent, USA. e-Mail : caven@kent.edu Mobile: +1330-348-9369	Psychotherapeutic Interventions for Emotional Well-being Dr. Surendran. V, Professor, Adyar Cancer Institute, Chennai. e-Mail : suren.psy@gmail.com Mobile: 9444152231
Day 2 25/04/2023 Tuesday	Emotional and Psychological Well-Being in Technology saturated World Professor Azizuddin Khan from IIT- Indian Institute of Technology, Bombay. e-Mail : khanaziz@iitb.ac.in Mobile: 9969573299	Promoting Optimism At Workplace Dr. M.V. Sudhakaran, Professor and Director, School of Social sciences, Open University Tamil Nadu.	Building resilience: Physical and Mental Dr. Fr. Sundar Wilson, Director of Anugraha, Capuchin Institute of Psychotherapy, Dindigul. e-Mail : wilsoncap@yahoo.com Mobile: 7598615440	Constructive Teams for Effective Work Culture Dr. Venkatachalam.J, Professor, Department of Psychology, Periyar University, Salem e-Mail : chalam66@yahoo.com Mobile: 8317599703
Day 3 26/04/2023 Wednesday	Happiness index and emotional well-being Dr. Vidhu Bala, Director, Fenivi research solutions Pvt Ltd. Chennai. e-Mail : feniviresearch@gmail.com Mobile: 9444274700	Emotional well-being and Indic Psychology at workplace Dr. Mala Kapadia, Director, of Transdisciplinary research initiatives, Anaadi Foundations. e-Mail : mala111@gmail.com mala.k@rfrfoundation.org Mobile: 8169970409	Emotional wellbeing -cognitive model Dr. Babu Rangarajan, clinical psychologist, A P Medical Centre, Salem. e-Mail : babu.psy@gmail.com Mobile: 9894593293	
Day 4 27/04/2023 Thursday	Mental health policy and the Indian mental health scenario Mr. Kishore Kumar Kengeri Venkatesh, Director, The Banyan and Balm and Consultant Psychiatrist. e-Mail : kishore@thebanyan.org Mobile:9500099759	Life Skills for Emotional Well-being Dr. Surrendra Kumar Sia, Professor Department of Psychology, Pondicherry University. e-Mail : surendra.sia@gmail.com Mobile:9042791977	Support mechanisms assisting internal flexibility and technology-enabled campus. Dr Sam Manikkam, Professor of Clinical Psychology, founder of IPN, and Gestalt therapy trainer. Mobile:9448673648	Stereotype and Peer Pressure in Work Place. Dr. Natarajan Elangovan, Psychiatrist, United States. e-Mail : nelangovan@verizon.net Mobile:+1(917)406-7274

Day/ Date	Session I 9.30 am to 11.00 am	Session II 11.15 am to 12.45 pm	Session III 01.30 pm to 3.00 pm	Session IV 3.15 pm to 4.45 pm
Day 5 28/04/2023 Friday	Emotional Equanimity Dr. Aarthi Rajarathinam, Psychologist and Author, Ted Expert, Salem. e-Mail : aarti.cr@gmail.com Mobile : 9894077022	Behaviour Addiction and its management Mr. Thamilselvan, Assistant Professor, Department of Psychology, PSG College of Arts and Science. Coimbatore.	Emotional Intelligence in the workplace Dr. NEENA KOHLI, Professor & Head, Department of Psychology, University of Allahabad. e-Mail : drneenakohli@rediffmail.com Mobile :7458877970	Managing Stress by Developing Rational Emotions Dr. POOJA PURANG, IIT, Bombay e-Mail : purangp@iitb.ac.in Mobile :9819708378
Day 6 29/04/2023 Saturday	Ethics and Respecting Boundaries. Dr. Sudha Ramalingam Assistant Professor Department of Psychology Avinashilingam Institute, coimbatore. e-Mail : drsudhaps@gmail.com Mobile :9894429646	Tete-a-tete with others in a digital workplace.		Role of Emotional Agility in Work-life Balance Dr. Payal Chandel, Associate Professor, Central University of Haryana. e-Mail : paayalchandel@cuh.in Mobile : 9530025450
Day 7 02/05/2023 Tuesday	Empathy at Workplace Mr. Manas K. Mandal, Ph.D., FNAPSY, IIT, Kharagpur. e-Mail : mandalmanask@yahoo.com Mobile :8527522800	Emotional Wellness for workplace Dr.T.Santhanam Director, SDS Institute of Behavioral Sciences, Chennai. e-Mail : drtsrpsy@gmail.com Mobile :9840145405	Human Connect Rajesh Kumar Kallimuthu, Vice president, Accenture, Philippines. e-Mail : rajesh.k.kalimuthu@gmail.com Mobile :	coping with burnout with reference to gender Prof. Shikha Dixit, IIT, Kanpur. e-Mail : shikha@iitk.ac.in Mobile : 9839308116
Day 8 03/05/2023 Wednesday	managing multiple intelligence and multiple roles in the technology enabled workplace Dr. V. Bharathi Harishankar, Vice Chancellor of Avinashilingam institute for Home science and Higher Education for Women , Coimbatore. e-Mail : Vc@avinuty.ac.in Mobile :9840760766	compassionate mind theory Ft.Dr. Marottickal Alex, TIMHANS, Peringadoor, Kerala. e-Mail : alexmarottikkal@gmail.com Mobile :9747062607	valedictory address Dr. V.D. Swaminathan, retired professor, Department of Psychology, University of Madras. Chennai.	

Avinashilingam Institute for Home Science and Higher Education for Women
Deemed to be University Estd. u/s 3 of UGC Act 1956, Category A by MHRD
Re-accredited with 'A++' Grade by NAAC.CGPA 3.65/4, Category I by UGC
Coimbatore-641 043, Tamil Nadu, India



**AIU – Avinashilingam Institute –
Academic and Administrative Development Centre
(AIU-AI-AADC)**

Organises

**Short Term Capacity Building Programme
on**

**Emotional Well-Being at
Technology-Enabled Workplace**

24.04.2023 to 03.05.2023

Mode : Online

ABOUT THE INSTITUTE

Avinashilingam Institute for Home Science and Higher Education for Women - the epitome of higher education is one of the premier institutions in India well known for its commitment towards the empowerment of women through value based and holistic education. The institute follows educational ideals of Sri Ramakrishna, Holy Mother Sri Saradamani Devi, Swami Vivekananda and Mahatma Gandhiji. The institute is one of the significant contributions of Padma Bhushan, Dr. T. S. Avinashilingam, an illustrious educationist, freedom-fighter and Gandhian and Dr. Rajammal P. Devadas, the world- renowned nutritionist.

The institute had its humble beginning in the year 1957 as Sri Avinashilingam Home Science College for Women and has been conferred the Deemed to be University by MHRD in 1988. Few of the recent accolades of the Institute includes: A++ with CGPA of 3.65/4 by NAAC; 84th Rank in NIRF, 5th Rank under the category of 'University & Deemed to be University (Govt. & Govt. Aided) Technical' in ARIIA –2021.

Presently, the institution is progressing towards 'beyond-excellence' under the able guidance and leadership of Dr.T. S. K. Meenakshi Sundaram, Managing Trustee, Avinashilingam Trust, Professor S. P. Thyagarajan, Chancellor, Dr. V. Bharathi Harishankar, Vice Chancellor and Dr. S. Kowsalya, Registrar.

ASSOCIATION OF INDIAN UNIVERSITIES – A BRIEF INTRODUCTION

Association of Indian Universities (AIU) is an apex inter university representative body of universities and other higher education institutions in the country. Established in 1925 as the Inter University Board (IUB) of India, it acquired its legal status as a registered society in 1967 under the Societies Registration Act 1860 and was rechristened as Association of Indian Universities (AIU) in 1973. AIU is the second oldest university association in the world next to the Association of Commonwealth Universities which was established in 1913.

It has the distinct feature of having the largest network of universities and other HEIs under its ambit with 921 members (907 Indian & 14 Associate Members of Foreign Countries). The membership of AIU includes all types of universities e.g., Conventional Universities, Open Universities, Deemed to be Universities, State Universities, Central Universities, Private Universities and Institutes of National Importance.

In addition to Indian Universities, Universities / Institutes from Bangladesh, Bhutan, Republic of Kazakhstan, Malaysia, Mauritius, Nepal, Thailand, United Arab Emirates and United Kingdom are its Associate Members. Since its inception AIU has played a very significant role in the development of Education in the Country.

Some of the eminent scholars and visionary leaders like Dr Sarvepalli Radhakrishnan, Dr Shyama Prasad Mukherjee, Dr Zakir Hussain, Sir. A. L. Mudaliar have given leadership to AIU. During such a long journey, AIU has carved a niche for itself by serving the Ministry of Education, Govt. of India as a research-based policy advisory body. Being an apex institution, it constitutes an integral part of all major decision-making committees and commissions in the country.

As an academic 'think tank' organization, AIU supports the Government as research-based policy advisory body with the wider mandate of taking up research projects on higher education policy and capacity building. It also acts as a bureau of information on higher education; liaise with international bodies and universities for internationalization of Indian higher education among many others. The Vision of AIU is to emerge as a dynamic service and apex advisory organization in India by undertaking initiatives and programmes which could strengthen and popularize Indian higher education as leading-edge system in the world and promote greater national and international collaboration in Higher Education, Research, Extension, Sports, Youth and Cultural Activities.

It is bestowed with the mission of promoting and representing the Indian Universities and other higher education institutions through strong liaison with the government and National/International organizations, sister associations world over and establish liaison between/among universities through active support, cooperation and coordination among the member universities and all its stakeholders for quality education, research and other academics and extension activities.

ABOUT THE CENTRE

AIU–Avinashilingam Institute - Academic and Administrative Development Centre (AIU-AI-AADC) has been initiated by the institute in association with Association of Indian Universities (AIU) as a step towards training the human resources of higher education institutions. The specific objectives of the centre are:

- Facilitate learning through Performance Improvement Programmes for different groups (Administrators/Teaching Faculty/Non-Teaching staff Research Scholars/Technical Personnel) towards progression based on their career stages.
- Enable continuous learning through rigorous need-based training sessions
- Sensitize stakeholders on recent developments in higher education system in the country and across the world.
- Equip academic / administrative / technical / information personnel with the requisite skills on ICT to handle their work effectively.
- Develop integrity and professional ethics among higher education personnel.
- Strengthen the human capital of the country with right attitude, skills, and knowledge

VISION

To facilitate value-based transition towards changing higher education ecosystem through continuous capacity building.

MISSION

To impart ICT enabled training to human resources of higher education institutions thereby preparing themselves towards Education 5.0.

ABOUT THE PROGRAMME

Technology has touched all facets of life, including the workplace. The COVID pandemic has brought forth great technological evolution, including the use of technology in all spheres of life. Technological advancement has its advantages and disadvantages. The pandemic scenario and resurgence in technological advancement have created isolation, emotional imbalance and a disconnected social structure leading to remote workspaces. This has necessitated a re-thinking of health-based systems and focused on the need for emotional well-being as primary to holistic well-being. Fulfilling such mental health objectives is challenging for larger social spaces like a workplace. Hence, focusing on enhancing and empowering such a technology-enabled and empowered workplace culture is essential. Workplace dynamics may go haywire with disjointed individuals having different goals and aspirations. To bring a harmonious and humane network to such essentially hierarchical habitats is a herculean task.

This programme on “Emotional Well-being in the technology-enabled workplace” is an eight-day sojourn into the world of serenity to bring about lasting eudaemonia for different spheres of the workplace. Each day of this journey aims to cultivate cogent congeniality among the participants. Such stable emotionality brings about the genuine flourishing of positive feelings for individuals, societies, and communities, leading to global well-being in officialdom.

Sarve Jana Sukino Bhavanthu!!

OBJECTIVES

- To identify, cultivate, practice and create awareness on the components of emotional well-being in a technology enabled workplace.
- To build emotional competencies through coping strategies, policies and applications to handle the workplace situations.
- To map and negotiate emotional changes to apply and adapt to the technologically driven environment.
- To enhance human connect through emotional agility in a digitalized workplace thus, expediting work-life balance.

TARGET PARTICIPANTS

Deans, Deputy Deans, Directors, College Principals, Heads of the Departments and other Administrative and Academic level officials, Counsellors, Academicians, Tech based Employees.

Mode of delivery : Online
Duration : 24.04.2023 to 03.05.2023 (8 Days Programme)

TENTATIVE LIST OF RESOURCE PERSONS

- **Prof. S.P.THYGARAJAN**, Chancellor, Avinashilingam Institute
- **Prof. V.BHARATHI HARISHANKAR**, Vice Chancellor, Avinashilingam Institute
- **Prof. CAVEN MC LOUGHLIN**, Professor Emeritus, Lifespan Development, Kent University, Kent
- **Ms. ANN M. BAUER**, Licenced School Psychologist, Kent, USA
- **Prof. PAYAL KANWAR CHANDEL**, Professor and Head, Department of Psychology, Central University of Haryana
- **Prof. AZIZUDDIN KHAN**, Professor, Department of Humanities and Social Sciences, IIT Bombay
- **Prof. M. V. SUDHAKARAN**, Dean, Faculty of Social Sciences, Tamil Nadu Open University
- **Prof. SUNDAR WILSON**, Director of Anugraha, Capuchin Institute of Psychotherapy, Dindigul
- **Dr. MALA KAPADIA**, Director, Transdisciplinary Research Initiatives, Anaadi Foundation
- **Dr. VIDHU BALA**, Director, Fenivi Research Solutions Pvt Ltd.
- **Prof. SHIKHA DIXIT**, Indian Institute of Technology, Kanpur
- **Dr. BABU RANGARAJAN**, Clinical Psychologist, A P Medical Centre, Salem
- **Dr. ELANGO VAN**, Psychiatrist, Center for Global Health, Hofstra University Zucker School of Medicine/ North well Health, Newyork, USA
- **Prof. SURENDRA KUMAR SIA**, Professor, Department of Psychology, Pondicherry University
- **Prof. SAM MANICKAM**, Professor of Clinical Psychology, Founder IPN, Gestalt Therapy Trainer
- **Dr. POOJA PURANG**, IIT, Bombay
- **Dr. NEENA KOHLI**, Professor & Head, Department of Psychology, University of Allahabad
- **Dr. THAMILSELVAN**, Asst. Professor, Department of Psychology, PSG College of Arts and Science, Coimbatore
- **AARTI C. RAJARATNAM**, Psychologist and Author.
- **Prof. J. VENKATACHALAM**, Dean, School of Social Sciences, Periyar University, Salem
- **Prof. MANAS MANDAL**, IIT, Kharagpur
- **Prof. SANTHANAM**, Director, SDS Academy of Behavioural Sciences, Chennai
- **Dr. SURENDRAN V**, Professor, Adayar Cancer Institute, Chennai
- **FATHER DR. MAROTTICKAL ALEX**, Director, TIMHANS, Peringadoor, Kerala.
- **Mr. RAJESH KUMAR**, Vice President, Accenture, Manila, Philippines
- **Dr. KV KISHORE KUMAR**, Director, The Banyan and Balm and Consultant Psychiatrist
- **Dr. SHUBHRA GAUR**, Professor, MICA, Ahmedabad.

PROGRAMME SCHEDULE

Day: 1, Date: 24.04.2023

- 09.30 am to 11.00 am : Inauguration & Special Address
11.15 am to 12.45 pm : Different Changes brought by technology in workplace like telework, automation, algorithmic management
01.30 pm to 03.00 pm : Family Media Plan
03.15 pm to 04.45 pm : Psychotherapeutic Interventions for Emotional Well-being

Day: 2, Date: 25.04.2023

- 09.30 am to 11.00 am : Toxic Workplace and Psychosomatic Illness
11.15 am to 12.45 pm : Promoting Optimism at Work place
01.30 pm to 03.00 pm : Activity – II Building Resilience: Physical & Mental
03.15 pm to 04.45 pm : Emotional Well-being & Indic Psychology at Workplace

Day: 3, Date: 26.04.2023

- 09.30 am to 11.00 am : Happiness Index & Emotional Well-being
11.15 am to 12.45 pm : Emotional Well-being and Indic Psychology at Workplace
01.30 pm to 03.00 pm : Activity – III Emotional Mastering
03.15 pm to 04.45 pm : Constructive Communicative Strategies

Day: 4, Date: 27.04.2023

- 09.30 am to 11.00 am : Mental Health Policy and the Indian Mental Health Scenario
11.15 am to 12.45 pm : Life Skills for Emotional Well-being
01.30 pm to 03.00 pm : Activity – IV Support Mechanism Assisting Internal Flexibility in the Technology enabled Workplace
03.15 pm to 04.45 pm : Stereotype & Peer Pressure in the Workplace

Day: 5, Date: 28.04.2023

- 09.30 am to 11.00 am : Emotional Intelligence in Workplace
11.15 am to 12.45 pm : Stress Management
01.30 pm to 03.00 pm : Activity – V Emotional Equanimity
03.15 pm to 04.45 pm : Managing Stress by Developing Rational Emotions

Day: 6, Date: 29.04.2023

- 09.30 am to 11.00 am : Ethics and Respecting Boundaries
11.15 am to 12.45 pm : Organization Dynamics
01.30 pm to 03.00 pm : Organization Dynamics
03.15 pm to 04.45 pm : Fostering Work-Life Balance through Emotional Agility

Day: 7, Date: 02.05.2023

- 09.30 am to 11.00 am : Empathy at Workplace
11.15 am to 12.45 pm : Emotional Wellness for Workplace
01.30 pm to 03.00 pm : Activity – VII Human Connect in a Remote Workplace
03.15 pm to 04.45 pm : Coping Burnout with reference to Gender

Day: 8, Date: 03.05.2023

- 09.30 am to 11.00 am : Managing Multiple Intelligence & Multiple Roles in the Technology enabled Workplace
11.15 am to 12.45 pm : Organizational Behaviour Paradigms for Well-being
01.30 pm to 03.00 pm : Activity – VIII Post Assessment of Emotional Well-being
03.15 pm to 04.45 pm : Valediction and Feedback

REGISTRATION

REGISTRATION LINK : <https://forms.gle/uFCTXdw6wrN5dBZHA>

FEE : Rs. 3,000

PAYMENT DETAILS

BANK ACCOUNT DETAILS

Account Name : Avinashilingam Institute for Home Science and Higher Education for Women

Name of the Bank : Indian Bank

Bank Account Number : 917248759

IFSC Code : IDIB000A005

AI ADVISORS

Dr. T. S. K. MEENAKSHISUNDARAM, Managing Trustee

Prof. S. P. THYAGARAJAN, Chancellor

Dr. V. BHARATHI HARISHANKAR, Vice Chancellor

Dr. S. KOWSALYA, Registrar

AIU ADVISORS

Dr. PANKAJ MITTAL, Secretary General, AIU

Dr. AMARENDRA PANI, Joint Director & Head, Research Division, AIU

PROGRAMME COORDINATOR

Dr. S. GAYATRIDEVI,

Professor & Head, Department of Psychology

Avinashilingam Institute for Home Science and Higher Education for Women

e-mail ID: gayatridevi_psy@avinuty.ac.in

Mobile: 9442737734

REACH US AT:

Dr. K. RAMYA

Nodal Officer

AIU - Avinashilingam Institute- Academic &
Administrative Development Centre (AIU-AI-AADC)

Avinashilingam Institute for Home Science and
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Special thanks to:

AI Advisors

- **Dr. T. S. K. Meenakshisundaram, Managing Trustee & Chancellor**
- **Dr. V. Bharathi Harishankar, Vice Chancellor**
- **Dr. S. Kowsalya, Registrar**

AIU Advisors

- **Dr. Pankaj Mittal, Secretary General, AIU**
- **Dr. Amarendra Pani, Joint Director & Head, Research Division, AIU**

We extend our heartfelt gratitude to all the Invited Guests, Resource Persons, HEI's, Coordinators, Committee Members, Technical staff for their unwavering support!

We sincerely thank each attendee for their participation and enthusiasm!

Welcoming you all again in the future!



Dr. K. Ramya

Nodal Officer, AIU-AI-AADC

**AIU - Avinashilingam Institute- Academic & Administrative Development Centre
Avinashilingam Institute for Home Science and Higher Education for Women
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