



Dayananda Sagar College of Arts, Science, and Commerce

Internal Quality Assurance Cell
HR Club (YUKTHI)

Report of the Workshop on "Flipped Classroom Activity on Personality"



Department*:MBA

Date of Report: 11/12/2025

Sl. No.	Particulars	Event related Details			
1.	Event*	Workshop			
2.	Title of the Event	Workshop on "Flipped Classroom Activity on Personality"			
3.	Date of Conduction	11/12/2025	4.	Time: 12.00 Noon to 1.00PM	
5.	Venue	Library, 7 th Floor, Building No. 13			
6.	Resource Person 1 Details (Profile to be enclosed)	Name	Dr. Amoor Asra Ahmed	Organization	DSCASC
		Designation	Associate Professor	Specialization	OB & HR
		Mobile No.	9742761713	Email ID	azraahmed@dayanandasagar.edu
7.	Topics Covered	Case Discussion on the following cases: A Case of Betrayal An Over-Confident Employee Personality Matters! Communication with the Millennials			
8.	Resource Person 2 Details (Profile to be enclosed)	Name	NA	Organization	
		Designation		Specialization	
		Mobile No.		Email ID	
9.	Topics Covered	NA			
10.	No. Faculty Participants (Enclose a copy of names with signatures)	Internal:		External:	
11.	No. Student Participants (Enclose a copy of names with signatures)	Internal:	31	External:	
12.	Faculty Coordinator/s	Full Name	Dr. Amoor Asra Ahmed		
		Department	MBA-BU		
		Designation	Associate Professor		
13.	Student Coordinator/s	Full Name	Ms. Nikitha(P03CJ25M015045)		
		Department	MBA BU		
		Designation	1 st Semester Student		
14.	Total Expenditure (Details to be enclosed)	NA	15	Sponsors and Amount (if any)	NA
16.	Agenda of the Event (Attach a copy)	NA	17.	Provide the link of the report uploaded on College Website	
18.	Social Media Links (Provide the links of)	https://www.facebook.com/dayanandasagarcollege		19.	Report sent to Newspapers? If yes, provide
					NA



Particulars		Event related Details			
	the report uploaded on Social Media)	uk.com/photo/?fbid=143661814808249&set=pcb.1436618348082478		cuttings/images:	
20.	Certificates Printed? (Attach a copy**)	No	21.	Feedback Collected? (Attach a copy**)	Yes
22.	Attendance Sheet Attached? *	Yes	23.	Photographs of the Event (Attach 3 relevant, clear and appropriate photos with precise captions. The jpg files need to be attached)	Yes
24.	Summary of the Event (Around 100 words)	A Flipped Classroom Activity on the topic Personality was conducted on 11th December 2025 in the 7th Floor PG Library for MBA students, integrating experiential learning with applied concepts from Organizational Behaviour. Prior to the session, students were assigned personality-related reading material and introductory videos, enabling them to arrive prepared for in-depth discussions. During the activity, the classroom was transformed into an interactive learning space where students analysed and interpreted real-world Organizational Behaviour cases through the lens of personality traits, behavioural tendencies, and workplace dynamics. Several notable cases were discussed, including A Case of Betrayal, An Over-Confident Employee, Personality Matters!, and Communication with the Millennials. Each case highlighted different dimensions of personality such as trustworthiness, self-confidence, adaptability, communication styles, and generational differences. Students actively participated in identifying personality types, behavioural cues, and their implications for workplace relationships and team effectiveness. The discussions encouraged critical thinking, collaborative learning, and the application of theoretical concepts to practical organizational scenarios. The session was highly engaging, and students expressed that they particularly enjoyed the case-based discussions, which enhanced their understanding of personality dynamically and memorably. Overall, the activity successfully fostered deeper learning, analytical thinking, and enriched classroom interaction.			

[Signature]
11/12/25
Event Coordinator

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14/12/25
IQAC Coordinator
IQAC Co-ordinator
Dayananda Sagar College of Arts,
Science & Commerce
Kumaraswamy Layout, Bengaluru - 560 111.

[Signature]
Principal
Principal
Dayananda Sagar College of Arts
Science & Commerce
Kumaraswamy Layout, Bengaluru - 560 111

Photos of the Event



Figure 1 – MBA Students identifying the Cases and Human Behaviour



Figure 2 – MBA Students working in teams in solving the cases

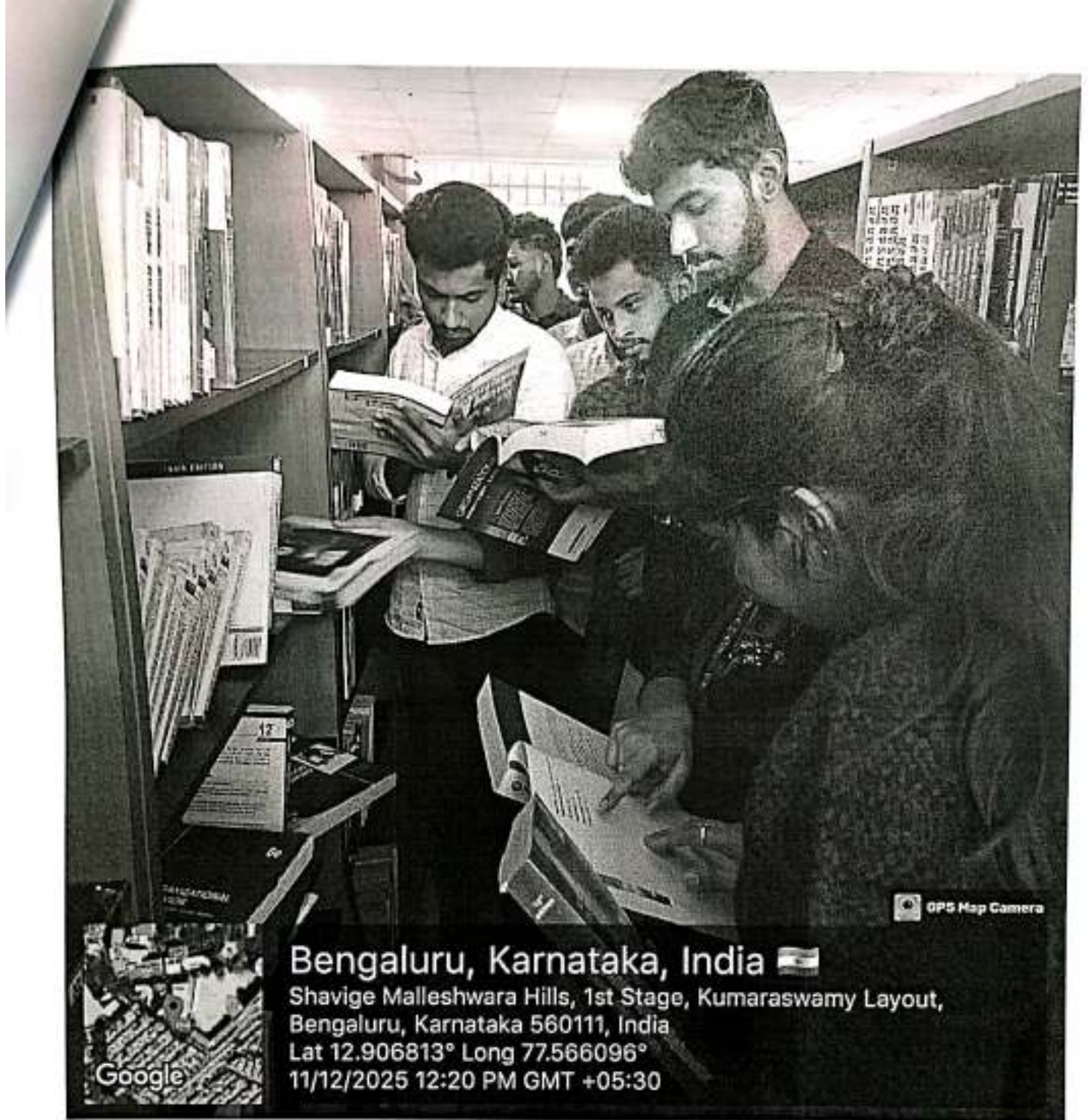


Figure 3- MBA Students scanning through OB textbooks to find cases



CASE INCIDENT 2 Personality Matters!

Most employers rely heavily on screening resumes when shortlisting candidates for interviews. Employers look especially for a job fit based on the extent to which the match the requirements of an advertised job vacancy. A strong match greatly increases the chances that the candidate in question will be called for a job interview. However, for most top employers, technical skills are only one part of the hiring process; today, many companies want to ensure that the candidate hired for the job not only matches the skills and education required but also possesses the suitable personality for the job.

In an article titled "Hire for Attitude, Train for Skill," professional speaker and university lecturer Jackie Freiberg says that highly successful companies are those that primarily focus on finding employees with the right personality. Such companies have realized that skills can be trained and upgraded, but the personality of an employee is much more difficult to change; hence, top employers need to be sure that they have found the candidate with the right personal characteristics before they make the decision to hire. There are a number of methods that recruiters can use to assess employees' personality, from the more traditional one-on-one interview to more advanced methods such as personality tests. In one-on-one interviews, recruiters may ask questions about a candidate's previous job to develop an understanding of the job applicant's character in relation to their confidence, optimism, independence, honesty, etc. In a behavioral interview, the interviewer asks employees about how they had acted or behaved in a specific job situation in a past job, such as the way they handled an angry customer. The answers may unintentionally reveal information about their attitudes and personality; anger, arrogance, and negligence may all be put on display by the candidates in the course of their narratives.

Recognizing that interviews alone may not be enough to assess personality, many companies have been using formal personality tests in combination

with interviews to improve their hiring decisions. In a global study involving 1,406 HR professionals from companies around the world, 62 percent of respondents confirmed the use of personality assessments in hiring candidates. And there are numerous personality tests that recruiters can choose and buy off the market, such as the popular Caliper Profile test, used by the thousands of companies around the world.

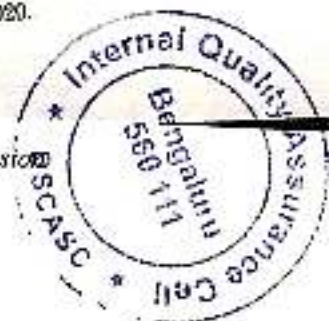
Despite the popularity of personality tests in recruitment, experts say that they are not without problems. According to research by Frank L. Schmidt, a management and organizations professor emeritus at the University of Iowa, personality tests are actually poor at predicting job performance. His own findings have demonstrated that personality tests work best when combined with other types of selection tests, such as cognitive ability or integrity tests, which have better predictive validity. The main reason that the results of personality tests should be taken with a grain of salt is the simple fact that candidates can lie and fake their answers. Personality tests can also fail because the design of some of the tests may be too crude and simplistic to measure employees' personality or may not have been even intended to be used in hiring to begin with. Experts therefore recommend that personality tests be used not to make a decision but only to inform decision-making.

Questions

- 4-18. Think of the last person that you closely worked with, either at work or on a personal project. Would you describe that person as someone who typically displays extroverted or introverted behavior? What kind of jobs do you think fits them best, and why?
- 4-19. Based on what you have read in the chapter about the Myers and Briggs Indicator test, do you believe that companies should rely on it to hire employees?
- 4-20. Do you think that the personality of a job seeker affects job search outcomes? How so?

Source: J. Freiberg, "Hire for Attitude, Train for Skill," *Executive Excellence*, 15, no. 6 (1998): 7; Katie Jacobs, "Is Psychometric Testing Still Fit for Purpose?", *People Management*, February 22, 2018, www.peoplemanagement.co.uk/long-reads/articles/psychometric-testing-fit-purpose, accessed June 1, 2020; W. Martin, "The Problem with Using Personality Tests for Hiring," *Harvard Business Review Digital Article* (August 27, 2014): 2-5, hbr.org/2014/08/the-problem-with-using-personality-tests-for-hiring, accessed June 1, 2020; Doris Melkert, "What Do Personality Tests Really Reveal?", *SHRM*, June 1, 2015, www.shrm.org/hr-today/news/hr-magazine/pages/0615-personality-tests.aspx, accessed June 1, 2020; W. Mundy, *Human Resource Management*, 11th edition (Boston: Pearson, 2010); Tracy M. Kantrowitz, PhD, "Global Assessment Trends 2014," www.cebglobal.com/content/dam/cebglobal/us/EN/regions/uk/im/pdfs/Report/gatr-2014.pdf, accessed May 29, 2020.

Figure 4 – A sample case study for discussion



CASE INCIDENT 1 Jobs, Money, and Satisfaction

When two caretaker jobs were advertised on the tiny island of Great Blasket, Ireland's most westerly point, there was no shortage of interest; it drew responses from Alaska to South Africa. But this was no high-paying job on a luxury resort island. The position was described as intense and tough, with no electricity, Wi-Fi, or hot showers, and life was described as "back to basics," involving candles, stoves, wildlife, and nature. The posts included free accommodation and food, but it is unlikely the applicants were particularly interested in the pay or benefits. The previous post holders had left jobs in Dublin and a demanding work commute for what they considered their dream job. No doubt many of the applicants also saw it as a once-in-a-lifetime opportunity.

Of a like mind as those applicants for the caretaker jobs, Meenakshi was a high-flying executive who discovered that she had more important priorities in life than money. Having endured yet another late and stressful night working as an investment banker, she finally decided there was more to life. Meenakshi quit her job of 20 years, and six months later she was teaching in a primary school. "I feel refreshed," she said. "I love teaching, genuinely enjoy my work, and have had more holidays in the last year than I managed in the previous ten." As for money, Meenakshi earns less than one quarter of what she used to as an investment banker.

It's not just in the pursuit of dream jobs where people are willing to forgo money. One study reported that 49 percent of the 2,000 employees it surveyed were

prepared to take a reasonable pay cut for a more flexible work schedule. Fifty-six percent said they would take a pay cut for better health benefits. Another report collected data from German, French, UK, and U.S. employees and found that those who were happy with their jobs cited meaningful work—not compensation—as the most important factor. It seems millennials may even sacrifice money simply to get a better job title. The CEO of an employment agency claimed she had seen millennial candidates forgo nearly €10,000 in salary for what they consider a more valuable title.

But Peter Weber, an industrial designer, makes an interesting point: "There is no way I could consider taking a pay cut. I have a family to take care of and bills to pay. It's only a choice for people who already have enough money." Money may not be everything in life, but it is something.

Questions

- 3-14. If you could choose between a highly paid job that you didn't like or your dream job that paid comparatively little, which would you choose, and why?
- 3-15. What other factors are important to you besides compensation?
- 3-16. Explore the possible causes of Meenakshi's job dissatisfaction as an investment banker, why she is more satisfied as a teacher, and the likely outcomes of her newly found job satisfaction.

Sources: R. Carroll, "Dream Job? Hundreds Apply to Work on Remote Irish Island," *The Guardian*, January 14, 2020; A. Mahdavi, "Would You Take a Pay Cut to Get a Better Job Title? It's Not as Stupid as It Sounds," *The Guardian*, March 1, 2019; Wrike, "Wrike Happiness Index, Compensation" cdn.wrike.com/ebook/2019_US_Happiness_Index_Comensation.pdf; and WorldatWork, "Survey Finds Half of Workers Would Take Pay Cut for More Flexible Schedule," May 29, 2019, www.worldatwork.org/workspan/articles/survey-finds-half-of-workers-would-take-pay-cut-for-more-flexible-schedule, accessed January 28, 2020.

Figure 5 – Another Sample case on Human Behaviour



Resource Person Profile

Dr. Ameer Asra Ahmed hails from a family of educationists and is currently working as an Associate Professor at Dayananda Sagar College of Arts, Science & Commerce. She holds a PhD degree in the field of Organizational Behaviour and Human Resource Management from Jain University. She also holds an MBA degree specializing in Human Resource Management. She holds more than 20 years of teaching experience and more than 10 years of research experience. She is an ardent researcher who has authored several original research papers in several National and International Journals both Scopus indexed as well as UGC care listed and other peer reviewed journals. She holds more than 15 best paper awards to her credit and has presented more than 40 papers in National and International conferences. She was also honoured with the "Best Researcher Award" by the Indian Academic Researchers' Association (IARA). She is also the winner of the National case writing competition organized by Confederation of Indian Industries (CII) for her case on "Trans-friendly or Transphobic" and has published several cases. She is also a Certified Behaviour and Mentoring Analyst (CBMA) from Talent Metrix. She strongly believes that Business Schools should focus on inculcating a research culture among management students as most of the business problems in the current scenario can be overcome only through Research. She proactively explores and implements innovative teaching techniques to accelerate learning process among students and assumes overall responsibility of a devoted educator covering professional development and assessment of students.





DAYANANDA SAGAR COLLEGE OF ARTS, SCIENCE AND COMMERCE

Kumaraswamy Layout, Bangalore - 560111
(Affiliated to Bangalore University, Approved by AICTE,
NAAC Accredited)

Internal Quality Assurance Cell



Name of the Activity: FLIPPED CLASSROOM ACTIVITY ON PERSONALITY

Department: MBA BU

Date: 11.12.2025 Time: 12:00 Noon to 1 pm

Semester: I Semester 'A' Section

Sr.	Student Name	Signature
1	Shubhashree Shetty	shetty
2	Geethika V	Geethika V
3	Bhagyashree Hegde	BH
4	Renupriya	Renupriya
5	Pooja Gowda V	Gowda V
6	Syed Anshad Zain	Sy. Anshad Zain
7	S. Bhavika	S. Bhavika
8	Pallavi M.N	Pallavi M.N
9	Amil J. Vasst	Amil
10	Nikitha S	Nikitha
11	Vyshali	Vyshali
12	Bhanya Shree E	Bhanya
13	Dheekshanaa D	Dheekshanaa D
14	Adithyan Hly	Adithyan
15	Rida Aysha	Rida
16	Deepak S	Deepak
17	Ayush TA	Ayush
18	Lokesh	Lokesh
19	Anagh H.R	Anagh
20	Shubhangi S. Biradar	Biradar
21	Monisha C.S	Monisha
22	Shivani B. Channumanavar	Shivani
23	Yashika P	Yashika
24	K. Dharani	K. Dharani
25	Kalpana S	Kalpana
26	Y. Tejesh Reddy	Y. Tejesh Reddy
27	Muhammed Sakib Mulla	Mulla
28	AKASH MM	AKASH MM



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29	Megam Fernandes	
30	ABHISHEK. Q	
31	R P VIKAS GOWDA	
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Event Coordinator Name: Dr. AMEER ASRA AHMED

Signature: _____