**Revised Syllabus as per NEP 2020 with effect from the Academic Year 2026-2027**

## Bachelor of Commerce (BCOM)
## Semester – I

| Course Code | UB1SECOM13 | Title of the Course | STRESS MANAGEMENT |
|---|---|---|---|
| Total Credits | 02 Credits | Hours per Week | 02 Hours / Week |

| Course Learning Outcomes (CLOs) | |
|---|---|
| CLO 1 | Students will be able to explain the meaning, definition, characteristics, major areas, and types of stress, along with environmental, organizational, and individual factors affecting human behavior and performance. |
| CLO 2 | Students will be able to analyze the causes and effects of stress and apply individual, organizational, and Indian philosophy–based stress management strategies for improving personal well-being and organizational effectiveness. |

**Course Content**

| Unit No. | Description | Weightage (%) |
|---|---|---|
| 1. | **STRESS**<br>Meaning, Definition Characteristics of stress, Main Areas of stress: Performance Boredom Fear of Unknown Grief<br>**Types of stress:** Individual stress V/s Group stress, Productive stress V/s Dysfunctional work stress, Mild stress V/s Strong stress, Potential stress V/s Actual stress, Psychical, Psychological V/s Behavioral stress<br>**Environmental Factors:** Economic Environment, Political & Government Environment, Technological Environment<br>**Organizational Factors:** Tasks Demands, Organizational Structure, Organizational Leadership<br>**Individual Factors:** Family Issues, Personality Factors, Boredom V/s Monotony | 50% |
| 2. | **CAUSES OF STRESS & STRESS MANAGENT:**<br>**Individual Stress:** Life & Career changes, Personality Type, Role **Characteristics Group Stressor:** Lack of group Cohesiveness, Lack of social support, Conflict Effects of Stress: Eustress, Distress, Physical Problems, Psychological Problems, Behavioral Problems, Burnout and Rust out<br>**STRESS MANAGEMENT:**<br>**Individual Coping Strategies:** (A) Physical Exercise (B) Relaxation (C) Work Home Transition (D) Cognitive Therapy (E) Networking.<br>**Organizational Coping Strategies:** (A) Supportive Organizational Climate (B) Job Enrichment (C) Organizational Role Clarity (D) Career Planning and Counseling (E) Stress Control workshop & Employee Assistance programs<br>Stress Management Based on Indian philosophy | 50% |

| Teaching – Learning Methodology |
|---|
| This course employs ICT-enabled learning and interactive lectures to establish foundational knowledge in psychology and behavioral science. To bridge theory with practical application, the course heavily utilizes the Lecture Method, Online Lectures, Group Discussions, Case Studies, Practical Problem Solving and Video & Presentations. Furthermore, students will engage in experiential and active learning exercises to evaluate individual stressors, culminating in a clear understanding of personal well-being and coping design. |

| Examination Evaluation Pattern | | |
|---|---|---|
| **Sr. No.** | **Particulars** | **Weightage (%)** |
| 01 | Continuous and Comprehensive Evaluation (CCE) (Formative Assessment) | 50% |
| 02 | Semester End Evaluation (SEE) (Summative Assessment) | 50% |
| | **TOTAL** | **100%** |

| Specifications for CCE and SEE | | | |
|---|---|---|---|
| **Sr. No.** | **Details of the Evaluation Pattern** | | **Marks** |
| 01 | Continuous and Comprehensive Evaluation (CCE) (Formative Assessment) | | |
| | A | Assignments | 10 |
| | B | Multiple Choice Questions | 05 |
| | C | Attendance | 05 |
| | D | Written Examination (01 Hour) | 30 |
| | | (A + B + C + D) | 50 Marks |
| | **Note:**<br>• For 02 Credit Courses, the Formative Assessment for students must be from 25 Marks. Thus, the total obtained marks from A + B + C + D (50 Marks) will be divided by 02. | | **25 Marks** |
| 02 | Semester End Evaluation (SEE) (Summative Assessment) | | |
| | E | Written Examination (01 Hour) | **25 Marks** |
| | | **TOTAL (For 02 Credit Courses)** | **50 Marks** |

| Rubrics – Based Assessment for Assignments (10 Marks) | | |
|---|---|---|
| Excellent | 09 – 10 Marks | Accurate, error-free, logically presented, timely submission |
| Good | 07 – 08 Marks | Minor errors and good conceptual clarity |
| Average | 05 – 06 Marks | Basic understanding or partially correct |
| Basic | 03 – 04 Marks | Limited clarity, noticeable mistakes, incomplete content |
| Poor | 01 – 02 Marks | Inadequate conceptual clarity, incorrect content |
| Below Poor | Zero Marks / NA | Content is irrelevant / Not Attempted / Not Submitted |
| **Note:**<br>• Assignments may be taken in forms of written project, computerized and online suggested courses / certificates as per the decision made by the respective faculties of the courses. | | |

| Rubrics – Based Assessment for Multiple Choice Questions (05 Marks) | | |
|---|---|---|
| **05 Multiple Choice Questions – 01 Mark Each (05 Marks)** | | |
| Excellent | 01 Mark | The chosen option is correct, no errors in response |
| Below Poor | Zero Marks / NA | Chosen option is incorrect, completely irrelevant, multiple options chosen / Not Attempted |

| Rubrics – Based Assessment for Attendance (05 Marks) | | |
|---|---|---|
| As per the Rules and Regulations provided by the Academic Section of Sardar Patel University, Vallabh Vidyanagar, for the students studying in all departments and colleges.<br>Reference No.: E – 3 / 3127; dated: 07-03-2024.<br>https://www.spuvvn.edu/orbit-cdn/uploads/circulars/Circular-NEP-InternalExamMarks-March-April24.pdf | | |
| Excellent | 05 Marks | More than 90% (Minimum 27 Hours for 02 Credits Courses) |
| Good | 04 Marks | 80% - 89% (24 to 26 Hours for 02 Credit Courses) |
| Average | 03 Marks | 70% - 79% (21 to 23 Hours for 02 Credit Courses) |
| Poor | Zero / NA | Less than 70% (Less than 21 Hours for 02 Credit Courses) **(NOT ELIGIBLE TO APPEAR FOR EXAM)** |
| **Note:** Students with below 70% of attendance must submit their written application to their respective class coordinators with genuine reasons and evidence (in case of working or medical emergencies). Students must **not** pursue dual degree programmes that clash with the college's timings. | | |

| Rubrics – Based Assessment for Mid-Semester Examination (30 Marks) | | |
|---|---|---|
| **Any One Unit or 50% of The Syllabus - 15 Marks Each Question** | | |
| Excellent | 13 – 15 Marks | Accurate and comprehensive understanding of stress parameters, individual/organizational factors, or types. Excellent application of these concepts to behavioral scenarios with high-level analytical ability and logical conclusions. |
| Good | 10 – 12 Marks | Good understanding of core stress concepts with proper explanation and application. Minor conceptual errors or missing details may be present, but answers remain well-organized and relevant. |
| Average | 07 – 09 Marks | Basic recall and understanding of stress classifications or environments with limited application and analysis. Answers show average presentation and lack detailed explanation. |
| Basic | 04 – 06 Marks | Partial understanding of concepts with incomplete explanations, weak organization, and noticeable mistakes in identifying organizational or individual stress factors. |
| Poor | 01 – 03 Marks | Very limited conceptual clarity with incorrect explanations, insufficient content, and poor presentation. |
| Below Poor | Zero Marks / NA | Completely irrelevant or Not Attempted. |
| **Note:** Written Examination questions will be based on various levels of Revised Bloom's Taxonomy. | | |

| Rubrics – Based Evaluation Pattern for End-Semester Examination (25 Marks) | | |
|---|---|---|
| **05 Multiple Choice Questions – 01 Mark Each (05 Marks)** | | |
| Excellent | 01 Mark | The chosen option is correct, no errors in response |

| | | |
|---|---|---|
| Below Poor | Zero Marks / NA | Chosen option is incorrect, completely irrelevant, multiple options chosen / Not Attempted |
| **UNIT I - 10 Marks Each Question** | | |
| Excellent | 09 – 10 Marks | Demonstrates deep understanding of stress fundamentals. Highly accurate application of meaning, definitions, characteristics, and types with suitable examples. Logical analysis of environmental and organizational stressors. |
| Good | 07 – 08 Marks | Good understanding of types of stress and factors. Explanations are clear with only minor conceptual gaps or omissions. |
| Average | 05 – 06 Marks | Basic recall of definitions (performance, boredom, fear). Limited analytical depth regarding environmental or individual factors. |
| Basic | 03 – 04 Marks | Partial understanding with incomplete points and weak explanations of basic stress concepts. Noticeable mistakes in categorizing stressors. |
| Poor | 01 – 02 Marks | Very poor understanding with major conceptual mistakes regarding basic behavioral and physical stress environments. |
| Below Poor | Zero Marks / NA | Completely irrelevant or Not Attempted |
| **UNIT II - 10 Marks Each Question** | | |
| Excellent | 09 – 10 Marks | Comprehensive understanding of individual and organizational coping strategies. Exceptional ability to accurately identify stress effects (burnout/rust out) and apply highly effective Indian philosophy–based coping mechanisms. |
| Good | 07 – 08 Marks | Good understanding of stressors and coping paths. Accurately identifies physical/psychological problems of stress and suggests proper coping strategies with minor gaps in explanation. |
| Average | 05 – 06 Marks | Basic recall of job enrichment, role clarity, or relaxation terms. Limited application of stress management remedies; explanations lack practical depth. |
| Basic | 03 – 04 Marks | Limited clarity regarding stress control workshops or counseling systems. Incomplete listing of individual coping frameworks and noticeable mistakes in identifying stressors. |
| Poor | 01 – 02 Marks | Major misconceptions about eustress/distress or coping procedures. Incorrect processes for stress management implementation. |
| Below Poor | Zero Marks / NA | Completely irrelevant or Not Attempted |

**Note:**

- Multiple Choice Questions of 05 Marks will be based on Bloom's Taxonomy Level 1 & 2.
- Written Examination questions will be based on various levels of Revised Bloom's Taxonomy.

| **PLO – CLO Mapping** | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| **STRESS MANAGEMENT** | | | | | | | | | | |
| | PLO 1 | PLO 2 | PLO 3 | PLO 4 | PLO 5 | PLO 6 | PLO 7 | PLO 8 | PLO 9 | PLO 10 |
| CLO 1 | 03 | 00 | 02 | 01 | 02 | 00 | 02 | 02 | 00 | 01 |
| CLO 2 | 03 | 00 | 03 | 03 | 03 | 02 | 02 | 03 | 02 | 02 |

**Note:**

- High: **03**; Moderate: **02**; Low: **01**; No Mapping: **00**

| Suggested References and E-Resources for Further Reading |
|---|
| • Principles and Practice of Management, S. Sachdeva, Laxmi Narain Agrawal, Agra.<br>• Organizational Behavior, L. M. Prasad, Sultan Chand & Sons.<br>• https://indiafreenotes.com/potential-source-of-stress-environmental-organizational-and-individual/<br>• https://courses.lumenlearning.com/wm-organizationalbehavior/chapter/sources-of-stress/<br>• https://businessjargons.com/job-enrichment.html<br>• https://ccsme.org/wp-content/uploads/2017/10/2017.10.24-The-12-Core-Functions.pdf |

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