C.K.PITHALA COLLEGE OF ENGG & TECH.
B. E. SEMESTER: VIII
Computer Engineering Department
Mid Semester Syllabus April 2018
Subject Name: **Contrubutor personality development program**
Subject Code: **2990001**

No.	Course Content
1	**Who is a Contributor** Student develops an appreciation of who the Contributors are and how they fundamentally differ from Non-contributors in their overall approach to work, to other human beings, to society as a whole.
2	**The Contributor's identity** Student develops his/ her own answer to the question "who am I?" The student becomes aware of the fact that Non-contributors usually define themselves in terms of what they have acquired in life (e.g. qualifications, position, years of experience, etc.) while Contributors define themselves in terms of what they will become or accomplish (e.g. capacity to deliver, commitment and ownership of the organization‟s purpose, etc.)
3	**The Contributor's vision of success** The student explores the meaning of success in his life. Through this exploration, the student is expected to recognize that Contributors have a wider definition of success than Non-contributors. While Non-contributors define success in terms of material success, achievement, external impact, etc., Contributors are able to widen this definition of success to include personal fulfillment, development of self-esteem, ongoing development of personal capabilities etc.
4	**The Contributor's vision of career** The student learns to distinguish between an "acquisitive career" and a "contributive career". An acquisitive career is one in which the career-seeker is focused on acquiring higher position, higher salary, more benefits etc. This preoccupation with selfish interests often damages the individual‟s career, as well as, damages the organization and society. A contributive career is one where the career-seeker is focused on contributing, with rewards being a by-product of the contributions made.
5	**The scope of contribution** The student learns to perceive that in all type of work, every type of role, there is a possibility of contributing at multiple levels – contributing to self, contributing to organization, and contributing to society. The student also appreciates the difference between "acquisition for self" and "contribution to self" – the former being material acquisition and the latter being conscious development of oneself through the medium of one‟s career.
6	**Embarking on the journey to contributor ship** The student recognizes the fundamental "building blocks" for becoming a Contributor

	– the first building block being a shift from a "victim" to being a "creator of one‟s destiny"; the second building block being acceptance of the ideal of contributor ship; the third building block being the willingness to take full responsibility for one‟s own development; the fourth building block being the capacity to reflect on one‟s development and make appropriate modifications.
7	**Design Solutions** When faced with a challenge, the Contributor‟s first response is: "Can we find a solution?" This is unlike a Non-contributor who may respond to the challenge by trying a little and giving up, blaming others, or finding excuses to cover up the issue. Whereas, the Contributor finds a solution. In other words, the Contributor develops the capacity to find solutions through continuous practice and learning from other Contributors. In this topic, students learn the importance of willingness and ability to find solutions.
8	**Focus on value** What does creating value mean? It means making a positive difference, a tangible impact, a specific contribution to any situation. This positive difference or impact can be in the form of achieving a specific goal, creating a product, creating „human touch‟ in a particular interaction, or enhancing one‟s own capacity, or the capacity of one‟s colleagues and team- mates. Contributors are therefore extremely result-focused, but the result is measured in terms of value created. In this topic, students learn to clarify the meaning of the word "value" and how value is created in various situations.

Faculties

Prof. Sushma Prajapati
Mr. Ronak Ahir
Ms. Mittal Patel