

Gamification - Dr. Poornima Gupta

Name of the faculty	Dr. Poornima Gupta
Position	Professor of OB& HR Program Director- PGDM, Chairperson – Alumni Relations
Qualification	Ph.D, MA, PGDM
Experience & Expertise	-3 years of corporate experience in IT, Merchandising, handling employee relations and strategic planning. -21 years of academic teaching, research and MDP
Course Name and Year	Organizational Behaviour, AY 2018-20 onwards Human Resource Management, AY 2019-21 onwards
Area of Difficulty/Improvement	Low student engagement, drop in effort over terms
Description of the Difficulty/ Need for improvement	As students progressed over terms, they ended up making more late submissions, There was a lack of prior reading of cases/readings Overall marks came down
Innovation Name	Gamification
Description of the Innovation	Gamification is a student-centric pedagogy has significantly enhanced students' learning of the subjects. As a pedagogy gamification can yield desired learning outcomes when the game elements address specific psychological needs. Game elements included collecting and redeeming points, collecting badges and the use of leader boards to collectively fulfil the innate needs of relatedness, competence and autonomy. Specifically, the game elements are designed so that they fulfil the innate needs of competence, autonomy and relatedness that motivate individuals.
Learning Outcomes	Upon successful implementation, it was found that: <ul style="list-style-type: none"> the average scores of the cohorts that participated in the gamified courses were higher than the ones that did not.

	<ul style="list-style-type: none"> ● it resulted in greater class participation, ● increased submission of non-compulsory assignments, ● increased class attendance, ● increased volunteering for class activities in the gamified cohorts.
Other significant outcomes	The concept of redeemable points was used as a game element. The use of points that could be redeemed for activities that were important to individuals are likely to have given more meaning the entire process of gamification.
Assessment of Innovation a. Is effectiveness tangible b. If YES, Evidence of effectiveness	a. Yes it is tangible. b. Number of timely assignment submissions increased Attendance improved in class Participation in class discussions improved
Is it Replicable?	YES
Any other Remarks	Success of this activity has encouraged other faculty members in the institute to replicate this in their courses. For example, it has been used by other faculty for their OB courses as well as in Financial Management course with similar results.