FACULTY ENHANCEMENT PROGRAMME

Naipunnya®
To reach the unreachable

Date of Event: 19 February, 2026

Faculty-in-Charge: Ms. Gigy Johnson

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

REPORT

As part of the Faculty Enhancement Programme, a presentation was held on 19 February 2026 at the Seminar Hall, Main Block, from 03:15 p.m. to 04:00 p.m., by Dr. Fairooz Ashareff, Assistant Professor, Department of Commerce. The topic of the session was "A Study on Factors Influencing 'I'm OK, You're Not OK' Mindset among Employees". The presentation examined the factors influencing the 'I'm OK, You're Not OK' mindset among employees, highlighting its impact on workplace relationships and behaviour. Participants actively contributed to the session through questions and discussions. The session was attended by 31 faculty members from various departments.

Prepared by:	Verified by:	Approved by:
Ms. Gigy Johnson	Dr. Sabu Varghese	Rev. Fr. Dr. Paulachan K.J.
FEP Coordinator	Director IT/ HRD Cell	Principal

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

BROCHURE

FACULTY ENHANCEMENT PROGRAMME



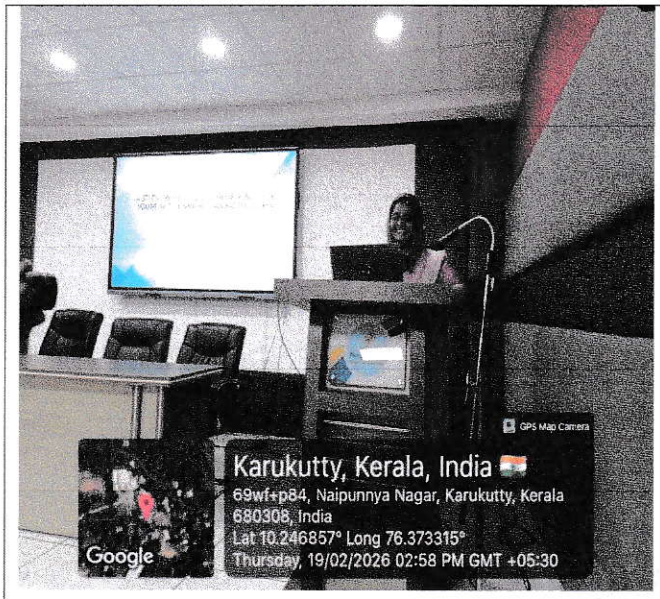
Dr. Fairooz Ashareff
Asst. Professor
PG Department of Commerce

Topic : A STUDY ON FACTORS THAT INFLUENCING "I'M OK, YOU'RE NOT OK" MINDSET AMONG EMPLOYEES

DATE : 19 FEBRUARY, 2026
TIME : 03.15-04.00 PM
VENUE : MAIN BLOCK, SEMINAR HALL

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

PHOTOGRAPHS



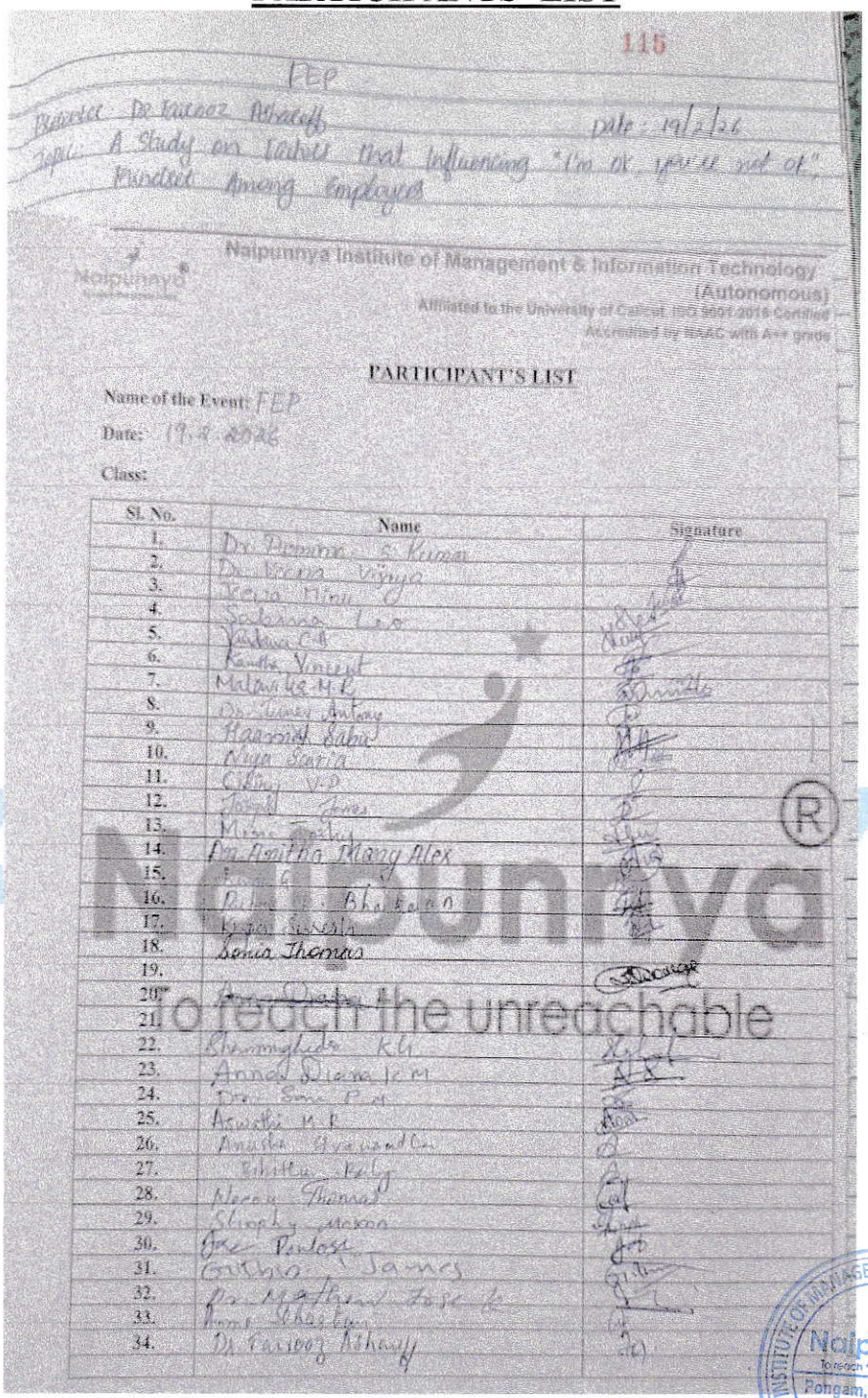






NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

PARTICIPANTS' LIST



115

FEP

Director Dr. Faroog Abbasoff — Date: 19/2/26

Topic: A Study on Factors that Influencing "I'm ok you're not ok" Practice Among Employees

Naipunnya Institute of Management & Information Technology
(Autonomous)
Affiliated to the University of Calicut, ISO 9001-2015 Certified
Accredited by NAAC with A++ grade

PARTICIPANT'S LIST

Name of the Event: FEP

Date: 19.2.2026

Class:

Sl. No.	Name	Signature
1.	Dr. Poornima S. Kumar	
2.	Dr. Veena Vijaya	
3.	Veena Mini Leo	
4.	Sobanna Leo	
5.	Vishnu C.B	
6.	Kavitha Vincent	
7.	Mahalakshmi K.V	
8.	Dr. Tinsy Antony	
9.	Haseena Babu	
10.	Riya Sonia	
11.	Gibin V.D	
12.	Joseph James	
13.	Mithun Sathyan	
14.	Dr. Anitha Mary Alex	
15.	[illegible]	
16.	Dr. [illegible] Bhaskaran	
17.	Riya Sonia	
18.	Sonia Thomas	
19.	[illegible]	
20.	[illegible]	
21.	[illegible]	
22.	Shanmughan K.G	
23.	Anand Dharmajan M	
24.	Dr. Sonia P.D	
25.	Aswathi M.P	
26.	Anusha Sivanand Das	
27.	Rahitha K.G	
28.	Neeraj Thomas	
29.	Sinoby Jackson	
30.	Jose Poulose	
31.	Gothic James	
32.	Dr. Mathew Jose [illegible]	
33.	Anna Shaiju	
34.	Dr. Farooq Abbasoff	

Naipunnya®
To reach the unreachable

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam, Koratty East
Thrissur District
Kerala-680 308

A STUDY ON FACTORS INFLUENCING "I'M OK, YOU'RE NOT OK" MINDSET IN TRANSACTIONAL ANALYSIS

Dr. Fairooz Ashareff

Assistant Professor, Naipunnya Institute of Management and Information Technology, Pongam, Email:

dr.fairooz@naipunnya.ac.in,mobile no:8714545451

Abstract:

This study examines the factors influencing the *"I'm OK, You're Not OK"* mindset within the framework of Transactional Analysis and its impact on employee motivation and overall productivity. The research focuses on understanding how negative life positions affect workplace behavior and organizational outcomes. A correlational research design was adopted, using primary data collected through a semi-structured questionnaire from 35 employees with 1–3 years of work experience, selected through convenience sampling. Statistical tools such as correlation and regression analysis were employed to test the hypotheses.

The findings reveal that the *"I'm OK, You're Not OK"* mindset has a significant negative effect on employee motivation, which in turn strongly influences overall productivity. The results further indicate that employee motivation acts as a mediating variable between mindset and productivity. A strong relationship was observed between motivation and productivity, highlighting the critical role of psychological factors in determining employee performance.

The study concludes that negative interpersonal mindsets can adversely affect organizational effectiveness by reducing motivation, weakening communication, and limiting teamwork. It emphasizes the need for organizations to implement mindset-change interventions, training programs, and supportive work environments to enhance employee motivation and productivity. The findings contribute to the understanding of behavioral dynamics in organizations and provide practical implications for human resource development and organizational management.

Keywords: Transactional Analysis, Life Positions, Employee Motivation, Productivity, Workplace Behavior

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

1. Introduction

In modern organizational settings, employee mindset plays a crucial role in determining workplace relationships, motivation, and productivity. One of the most influential psychological frameworks used to understand human behavior and interpersonal dynamics is Transactional Analysis (TA), developed by Eric Berne. Transactional Analysis explains how individuals interact with one another through different ego states and life positions, which shape their perceptions and behavior in social and professional contexts (Berne, 1961).

Among the four life positions identified in Transactional Analysis, the "I'm OK, You're Not OK" mindset reflects a negative perception of others while maintaining a positive self-view. Individuals with this mindset tend to exhibit critical, distrustful, or superior attitudes, which can lead to conflicts, poor communication, and reduced collaboration in the workplace (Harris, 1967). Such attitudes may negatively influence employee motivation, as they create an environment lacking trust, mutual respect, and psychological safety.

Employee motivation is a key driver of organizational performance. According to Herzberg's Two-Factor Theory, motivation is influenced by both intrinsic and extrinsic factors, including recognition, interpersonal relationships, and work environment (Herzberg, 1966). When negative mindsets dominate workplace interactions, they can hinder motivation and ultimately reduce productivity levels. Furthermore, Vroom's Expectancy Theory suggests that employee performance is directly linked to motivation, reinforcing the importance of understanding psychological factors that influence employee behavior (Vroom, 1964).

In this context, the present study focuses on examining how the "I'm OK, You're Not OK" mindset influences employee motivation and overall productivity. By identifying the relationship between these variables, the study aims to provide insights that can help organizations develop effective interventions, such as training programs and team-building initiatives, to foster positive workplace relationships and enhance performance outcomes.

2. Statement of the problem

This study focuses on the "I'm OK, You're Not OK" life position, as it negatively affects:

INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

Employee, motivation and Overall productivity. Understanding this mindset helps organisations design training and mindset-change programmes to promote healthier workplace relationships.

3. Objectives of the study

1. To understand the factors that influences the I Am ok you are not ok mindset n transactional analysis
2. Investigate how the "I'm OK, You're Not OK" mindset effect motivation
3. Assess the effect of this mindset on employee motivation and overall productivity levels
4. Assess the effect of this mindset onI'm OK, You're Not OK and overall productivity levels

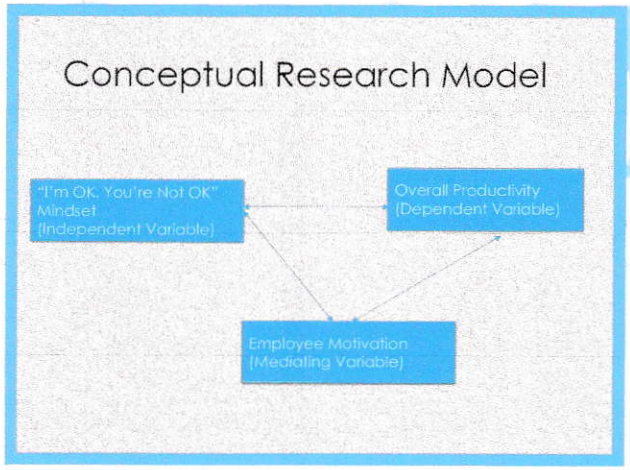
4. Hypotheses

H01: The "I'm OK, You're Not OK" mindset has no significant effect on employee motivation.

H02: Employee motivation has no significant effect on overall productivity

H03: The "I'm OK, You're Not OK" mindset has no significant effect on overall productivity

5. Conceptual Research Model



The model shows that the "I'm OK, You're Not OK" mindset negatively affects employee motivation, which in turn reduces overall productivity. Employee motivation acts as a mediating variable between mindset and productivity.

Naipunnya Institute of Management and Information Technology
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

5. Methods of Research

Type: correlational study

Primary Data: Semi-structured questionnaire

Secondary Data: Journals and literature

Population: Employees with 1–3 years experience

Sample Size: 35

Sampling Technique: Convenience sampling

Data Analysis:Correlation and regression analysis

6. Results and Findings

H01: The "I'm OK, You're Not OK" mindset has no significant effect on employee motivation.

Inference:. The null hypothesis (H01) states that the "I'm OK, You're Not OK" mindset has no significant effect on employee motivation. Since the p-value (0.020) is less than 0.05, the null hypothesis is rejected. This means that the "I'm OK, You're Not OK" mindset has a significant effect on employee motivation

H03: The "I'm OK, You're Not OK" mindset has no significant effect on overall productivity

Inference:

The correlation result shows a value of **1.000**, which means motivation and productivity move together perfectly. This tells us that whenever motivation increases, productivity also increases at the same time.The regression results also support this finding. Motivation explains **100% of productivity**, and there is no error or difference left unexplained. This clearly shows that productivity depends completely on motivation in this study

Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308

H03: The "I'm OK, You're Not OK" mindset has no significant effect on overall productivity

Since $p < 0.05$, the null hypothesis is rejected. The findings clearly indicate that the "I'm OK, You're Not OK" mindset has a significant effect on job performance. The strong positive relationship suggests that variations in this mindset are closely associated with changes in employee job performance

7. Suggestions

The findings suggest that organizations should focus on addressing employee mindsets through effective communication, training, and team-building initiatives in order to enhance motivation, improve performance, and create a more positive and productive work environment

8. Conclusion

The study concludes that the "I'm OK, You're Not OK" mindset has a statistically significant and strong influence on employee motivation and job performance. the model indicates that this mindset is a major factor affecting performance, as it reduces motivation, weakens communication, and negatively impacts teamwork

9. References

Berne, E. (1961). *Transactional analysis in psychotherapy: A systematic individual and social psychiatry*. Grove Press.

Harris, T. A. (1967). *I'm OK—You're OK: A practical guide to transactional analysis*. Harper & Row.

Herzberg, F. (1966). *Work and the nature of man*. World Publishing Company.

Vroom, V. H. (1964). *Work and motivation*. Wiley.

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
Naipunnya
To reach the unreachable
Pongam,Koratty East
Thrissur District
Kerala-680 308