

**JYOTI NIVAS COLLEGE AUTONOMOUS
SYLLABUS FOR 2018 BATCH AND THEREAFTER**

Programme: BA / B.Sc.

Semester: V

**PAPER VI A
INDUSTRIAL PSYCHOLOGY**

Course Code: 18VPS6A

No. of Hours: 60

COURSE OBJECTIVES:

- An optional paper offered to students in the fifth semester that aims to orient the students to the application of principles of psychology in an industrial and organizational workplace.
- To impart fundamental knowledge about the scope, methods, perspectives and practices in industrial and organizational fields.
- The study includes topics like recruitment, training, motivation, leadership, appraisals and other salient areas in an organizational setup.
- The course equips the student to opt for various careers like teaching, research, psychometric test development, management, consultancy and social work.

LEARNING OUTCOMES:

- To demonstrate fundamental knowledge about need and scope of industrial- organizational psychology.
- To be aware of the brief history and various related fields of industrial- organizational psychology.
- To learn about the processes of employee selection and understand various methods of selection of process with special emphasis on psychological testing.
- To demonstrate knowledge about the processes about training and performance appraisal.
- To understand various leadership styles and employee motivation through various theories of motivation.

UNIT I

CHAPTER 1 - INTRODUCTION

15 HRS

Definition, scope, goals, forces and fundamental concepts- nature of people and nature of organization; Historical development of industrial and organizational psychology; 2 classic studies (in brief) (1) Time and motion studies (2) Hawthorne studies..

Self-Study -Challenges and Opportunities for an Industrial Psychologist

UNIT II

CHAPTER 2 -JOB ANALYSIS AND SELECTION

15 HRS

Job Analysis – definition, methods-questionnaire, checklist, individual interview, observation interview, group interview, technical conference, diary method, work participation and critical incident method.

Selection and Interviews – Application blanks, psychological testing-purpose and characteristics and advantages and disadvantages of psychological tests, types of tests. Characteristics measured by the psychological tests– cognitive ability, interest, aptitude, motor ability and personality; Interviews - Guided, unguided and stress interview, (individual, panel, group, exit, online and situational interview in brief). Job Design-meaning and definition, techniques of job design, factors affecting job design

Self-Study –Negotiation Skills

UNIT III

CHAPTER 3 - TRAINING AND PERFORMANCE APPRAISAL TECHNIQUES **15 HRS**

Principles of learning and training.

Training methods for non-supervisory employees: - on the job training, vestibule training, apprenticeship, programmed instruction, computer assisted instruction.

Training methods for managerial staff – job rotation, case study method, business games, in-basket training, role playing, behavior modelling, sensitivity training, lecture, soft skills training.

Performance Appraisal- definition; purpose of performance appraisal; evaluation techniques- ranking technique, paired comparison technique, 360-degree feedback, 6 sigma, merit rating, computerized performance monitoring and MBO; errors in performance appraisal- halo effect, most recent performance error, inadequate information error, average rating or leniency error.

Self-Study – Roles of Assessments in Organizations in India

UNIT IV

CHAPTER 4 -LEADERSHIP AND MOTIVATION. **15 HRS**

Leadership – definition, traits of effective leaders, leadership skills, behavioural approaches to leadership styles-positive and negative leaders, authoritarian, democratic and free reign leaders.

Inspirational Approaches to leadership- Charismatic leadership and Transformational leadership, Transactional leadership, brief mention of emotional intelligence and leadership effectiveness.

Motivation – Definition, Model of motivation; components of motivation- persistence, activation and intensity; Contemporary Motivation Theories- Douglas McGregors Participation Theory, Urwicks Theory Z, Argyris's Theory, Vrooms's Expectatncy Theory, Porter's and Lawler's Expectancy Theory; motivational drives – achievement motivation, affiliation, power and competence.

Self Study – Maslow's hierarchy of needs, Herzbergs 2 Factor Theory and Alderfers ERG Theory

REFERENCES:

1. Newstrom, J.W, and Davis, K. (2015).Organizational Behavior – Human Behavior at Work, 14th edition, Tata McGraw Hill Publishing Co.Ltd, New Delhi.
2. Scultz, D.P and Schultz, E.S, Psychology and Work Today. (2016). 10th edition, Mac Millan Publishing Company, New York
3. Blum, M.L and Naylor, J.C. (1984). Industrial Psychology, CBS Publishers and Distributors, New Delhi.
4. Ghosh, P.K and Ghorpade M.B, Industrial Psychology, 4th edition, Himalaya Publishing House, Bombay.
5. Bhagwatwar, P.A, Psychology of Industrial Behaviour. (1980). Sheth Publishers, Bombay.
6. Robbins, P.S, Judge, T.A and Vohra, N, Organizational Behaviour, 16th edition, Prentice Hall of India PVT, New Delhi.
7. Bhattacharya, D and Bhattacharya,S.(2012).Industrial Psychology, Kryon Publishing Services.
8. Hellriegel, Slocum and Woodman, Organizational Behaviour. (2001). West Publishing Company.
9. Berry, M.L, Psychology at Work, An Introduction to Industrial and Organizational Psychology, 2nd edition, McGraw Hill International Edition.

**JYOTI NIVAS COLLEGE AUTONOMOUS
SYLLABUS FOR 2018 BATCH AND THEREAFTER**

Programme: BA

Semester: V

**PAPER VI B
SOCIAL PSYCHOLOGY**

Course Code: 18VPS6B

No. of Hours: 60

COURSE OBJECTIVES:

- To equip oneself with the changing trends in the social world in terms of thought processes relationships and behaviour.
- The scope of social psychology is varied and has applications in many areas such as interpersonal aspects in legal system, media, and health related information and in the world of work.
- To guide understanding in how people and situations interact to generate significant thoughts, feelings and actions.
- Awareness of issues relating to social identity, self-esteem, prejudice, discrimination and other aspects of human attributes in the social context.
- To understand varied belief patterns revolving around cognition with conflicting thinking processes and learning techniques to implement coping strategies.

LEARNING OUTCOMES:

- To understand the structure and working of the social system.
- To integrate self-based assumptions through the concepts and create newer methods of research in social psychology.
- To establish self-learning by researching on the specific topics and create contemporary social interventional models.
- To embed the theoretical foundations for further understanding the interpersonal systems.

UNIT I

CHAPTER 1- INTRODUCTION

15 HRS

Definition and Nature of Social Psychology, Scope of Social Psychology- Human Behaviour, the Causes and Thought Processes; Basic Principles in Changing Social World; Applications of Social Psychology to Health, Workplace and Law.

Self-study: Ethical Issues in Social Psychological Research- Deception, Informed Consent, Debriefing.

UNIT II

CHAPTER 2- THE SOCIAL SELF

15 HRS

Nature of Social Self; Origins-Family, Situations, Culture, Gender, Social Comparison, Introspection The Fluctuating Images of Self; Self-esteem-Social Acceptance and Self-Esteem, Culture and Self-Esteem; Motives Driving Self-Evaluation- Self-Enhancement and Self- Verification in terms of the Society.

Self-regulation- Self Discrepancy Theory, Ego Depletion, Automatic Self-Control Strategies; Self-presentation- Self-Handicapping, Presentation of the Self on Social Media.

Self-study: Self-Presentation and Risky Behaviour.

UNIT III:

CHAPTER 3- SOCIAL COGNITION AND PERCEPTION

15 HRS

Meaning of Social Cognition, Importance and Types of Heuristics – Representativeness, Availability, Anchoring And Adjustment, Status Quo; Schemas– The Impact Of Schemas On Social Cognition in Terms of Encoding, Storage and Retrieval, Priming, Schema Persistence; Automatic And Controlled Processing, Potential Sources Of Errors in Social Cognition; Affect and Cognition in Shaping Thoughts and Feelings; Social Perception – Non-Verbal Communication, Importance of Attribution in Understanding Others Behaviour.

Self-study: Differentiation between Impression Formation and Impression Management.

UNIT IV:

CHAPTER 4- ATTITUDES, BELIEFS, AND CONSISTENCY

15 HRS

Meaning and Components Of Attitudes ;Attitudes Versus Beliefs, Dual Attitudes; Formation Of Attitudes- Mere Exposure Effect, Classical Conditioning, Operant Conditioning, Social Learning, Polarization, Theoretical Viewpoints: Heider's P-O-X Theory, Cognitive Dissonance; Attitude Change- Justifying Effort Justifying Choices, Advances In Dissonance Theory, Beliefs- Believing Versus Doubting, Belief Perseverance, Belief And Coping, Religious Belief, Irrational Belief; Measurement of Attitudes.

Self-study: Attitudes Predicting Behaviours: Attacking and Defending Attitudes

REFERENCES

1. Baron, R. A. & Branscombe, N. R. (2015). *Social Psychology*. (13th Ed.). New Delhi: Dorling Kindersley (India) Pvt. Ltd.
2. Crisp, R. J., & Turner, R. N. (2014). *Essential social psychology*. Sage.
3. Roy F. Baumeister, Brad J. Bushman (2016) .*Social Psychology and Human Nature*, (4th Ed.). Wadsworth Publishing.
4. Tom Gilovich, Dacher Keltner, Serena Chen, Richard E. Nisbett (2015) *Social Psychology* (Fourth Ed.). W. W. Norton & Company
