

**OBJECTIVES:** To enable the students to

1. Study the applied aspects of Psychology.
2. Understand the wide range of problems in industry.
3. appreciate the usefulness of Psychological knowledge in solving problems in organization.

**COURSE:**

**UNIT – I: INTRODUCTION & OCCUPATIONAL INFORMATION:** What is IP (Industrial Psychology) ?

Objective, Scope, Principles – Causation, Individual differences, Errors in observation and reporting, Attitudes – methods of finding employees attitudes, Motives – fundamental motives – types of incentives , wage incentive system, fringe benefits, frustration, morale, and types of leadership.

**Occupational Information:** Introduction , Job description , Job analysis , Job satisfaction, Job evaluation . Occupational Classification – Organizational control .

**UNIT-II:INDIVIDUAL DIFFERENCES, SELECTION PROCESS AND THE EVALUATION OF**

**EMPLOYEES** – Evaluation of Employees – Purpose, Criterion, Pre-requisites. Types of rating scales – Results of rating. Methods of Selection: Interview – use, Definition, Advantages, Limitations. Interviewing techniques – Application Blanks – Personnel tests in Industry – Purposes. Types of Personnel tests – Intelligence, Personality, Interest, Mechanical Ability, Clerical ability, Steps in a test program.

**UNIT – III: TRAINING AND ACCIDENT PREVENTION:**

Needs Training methods – Results. Accident Prevention: Accident Proneness – Causes of accidents, Industrial safety programmes.

**UNIT – IV: HUMAN ENGINEERING**

Time and Motion study. Time study techniques, Contributions of the Time and Motions study, Problems created by Time and Motion studies. Hawthorne study. Nature of Fatigue – Environmental conditions affecting fatigue.

**UNIT – V: STRESS AND WELL BEING**

1. Physiological effects of stress
2. Individual differences in stress response
  - Type A personality
  - Locus of control
  - Negative affectivity
  - Self – efficacy
  - Self esteem
3. Causes and Effects of stress in a workplace
4. Treating stress in a workplace
5. Work – family conflicts.

**TEXT BOOK:**

Harrell, Thomas, W.(1954) Industrial Psychology, Oxford and IBH Publishing Company New Delhi.

**REFERENCES:**

1. Newstrom, John. W and Davis.K (2002), Organizational behaviour: Human Behavior at work XI Edition – Tata McGraw – Hill Inc. New Delhi.
2. Robins, Stephen P. (2001), Organizational Behavior, IX Edition. Prentice –Hall of India Private Ltd.
3. McCormick, E.J. and Ligen D (1984). Industrial Psychology, Prentice Hall of India Pvt. Ltd., New Delhi.
4. Blum M.L and Naylor, J.C (1984), Industrial Psychology, CBS Publications. New Delhi.
5. Chandan, JI.T.S (1994) Organizational Behavior, Vikas Publishing House Pvt. Ltd. New Delhi.
6. Luthans F (1989), Organizational Behavior V Edition, Mc Graw Hills New York.

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Unit -1: Introduction to I/O Psychology- Definition – Brief History- Contemporary trends and Challenges.

Unit-2: Work Motivation – Theories and application- Maslow- Herzberg- Goal setting- Expectancy- Equity.

Unit-3: Communication in Organisation – Communication process- Purposes of communication in organizations- Barriers to effective communication- Managing communication.

Unit- 4: Leadership – Early approaches to leadership- Contemporary approaches to leadership – Transformational and Transactional leadership.

References: Robbins S.P. & Judge T.A. (2007) Organizational Behaviour, 12<sup>th</sup> Ed; New Delhi- Prentice Hall of India.

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Unit-1: Nature of intergroup relations- Cooperative vs Competition – Classical study of Robbers Cave Experiment – Realistic Conflict Theory.

Unit-2: Social categorization and conflict – In –group vs out-group – Consequences of social categorization – cognitive biases and stereotypes – conflict and social categorization.

Unit-3: Cultural aspects of inter group relations – Social identity – Stereotypes case studies in Indian context.

Unit-4: Resolving intergroup conflict – Intergroup contact- promoting Intergroup Cooperation – Conflict management strategies.

References:

Baron R.A. Branscombe N.R. Byrne & Bhardwaj G. (2009) Social Psychology – New Delhi: Pearson.