

SHIVAJI UNIVERSITY, KOLHAPUR



Accredited By NAAC with 'A' Grade

Choice Based Credit System Pattern

Revised Syllabus for

M. A. Part- II (Psychology) Semester - III and IV

(Faculty of Humanities)

Specialization in Industrial Psychology

Group F1 (Industrial) Paper IX to XVI

Syllabus to be implemented from

June, 2020 onwards

A] Ordinance and Regulations: (as applicable to Master of Arts Degree In Psychology)

Shivaji University, Kolhapur
Syllabus For
Master of Arts in Psychology
(Semester III and IV)
[FACULTY OF HUMANITIES]

1. TITLE:

Psychology (under the faculty of Humanities)

2. YEAR OF IMPLEMENTATION:

Under Academic Flexibility, the New M.A. Psychology Syllabus will be implemented **from June, 2020 onwards** in the affiliated colleges of Shivaji University, Kolhapur.

3. PREAMBLE:

This course is aimed at developing knowledge and understanding the principles of fields of psychology. The course gives an edge to the psychology students to enable them to inculcate the philosophies, ideologies and methodologies of psychologist's profession. In order to fulfill this, the course covers wide range of topics pertaining to the core, supportive, interdisciplinary and elective domains of applied psychology. The course is designed with appropriate consistency within the papers and among the papers. Therefore, inter dependence of the papers is a characteristic feature of the course. The course will enable the learners to assume the role of the psychologists for the better development of individuals and society with a positive attitude.

4. GENERAL OBJECTIVES OF PSYCHOLOGY COURSE:

After successful completion students will be able to:

1. Understand the ideologies, methodologies, values and ethical principles of psychologist's practices working in various settings with individuals and groups.
2. Strengthen the theoretical understanding, expand knowledge-base, and inculcate relevant values, attitudes and skills required for a professional psychologist through the theory and practical component of the course.
3. Develop interdisciplinary and specialized professional outlook, upheld the dignity and esteem of the psychology profession and achieve self-actualization.
4. Inculcate the analytical ability, research aptitude and relevant skills for professional life.
5. To provide students' with in-depth training under supervised conditions in direct service models of assessment, and therapy in order to practice as clinical psychologists.
6. Construct individual case formulations, diagnose clients, and recommend appropriate interventions. They will also be competent in consulting with other professionals, communicating their professional judgments, queries and concerns, and justifying their conclusions.
7. Students will develop hypotheses and design studies that appropriately and directly address a research question.

5. DURATION:

1. The course shall be a Post-Graduate Full Time Course
2. The duration of course shall be of Two years /Four Semesters.

6. PATTERN:

The pattern of Examination will be Semester.

7. ADMISSION AND INTAKE:

i) Admission Committee:

1. For the admission of the M.A. Psychology course the composition of Admission committee which will be the final authority.

ii) Merit List for admission rounds:

1. The merit list of the students shall be prepared solely on the basis of marks obtained by the candidate at the B.A. Degree in psychology (special).
2. In case there are two or more candidates with the equal marks, elder student will be considered first considering their date of birth.
3. If the tie still continues, merit position/s will be decided on the basis of alphabetical order considering surname first.

iii) Reservation:

I) Intake Capacity of M.A. Psychology Course and Reservation quota for admission will be as per the rules of the State Government.

Note :-

1. As per G.R. No. TEM (3397)/1297 TE-1 dated 11-7-1997 the constitutional reservation should not exceed 50% and hence the necessary adjustment giving reservation to S.B.C. as per GR.
2. 3% seats are reserved for persons with disabilities as per Govt. letter no. Misc. 1003 (510/2003) Est. 1 dated 27-10- 2003 (Encl: G.R.)
3. Candidate should produce the caste certificate at the time of submission of the
4. admission form.
5. The candidates belonging to VJA, NTB, NTC, NTD, OBC, and SBC should produce non-creamy layer certificate at the time of admission.
6. The prescribed percentage for De-reservation policy will be implemented as per Govt. of Maharashtra G.R.No. TEM- 3397/12926/ (9086)/TE-1 dtd. 11-07-1997.
7. If any difficulty arises during the admission process, the admission committee should take the appropriate decision, which should be considered as final decision.

8. Eligibility: Qualifying Examination:

- i. Candidates who have passed in Bachelors' degree in Psychology [special] of Shivaji University or any other Statutory University recognized equivalent thereto, with minimum of 45 percent Marks/ Second Class.
- ii. The merit list of the students shall be prepared solely on the basis of marks obtained by the candidate in the examination.

9. Medium of Instruction:

The medium of instruction shall be in English. (Student will have option to write answer scripts in Marathi)

STRUCTURE OF COURSE: [For Both Part I and II].
M.A. PART II, CLINICAL PSYCHOLOGY
Semester System
[To be introduced w.e.f. 2020-2021 for M. A. Part II]
COURSE STRUCTURE WITH CREDIT POINTS AND MARKS

M. A. Psychology, Part – II: Semester – III and IV
[To be introduced from 2020-2021]
SEMESTER - I: CORE PAPERS

Rules regarding selection of Specialization Group and Papers for Semester – III & IV:

M.A. Psychology: SCHEME OF EXAMINATION: SEMESTER

1. NUMBER OF THEORY PAPERS AND PRACTICAL PAPERS:

The Entire M.A. Part II Psychology Course shall have 6 theory papers and 2 practicums paper each paper carrying 80 marks. Thus, entire M.A. examination shall be of 1600 total marks.

2. SEMESTER EXAMINATION:

The system of examination would be Semester. The examination shall be conducted at the end of each semester.

3. SEMESTER-Re-Examination:

In case candidates fail in any of the papers in any semester **examination**, they can appear for the re-examination in the subsequent semester.

4. Standard of Passing:

1. To pass each paper 40 marks out of 100 are required.
2. Semester Examination: In every theory and practical/practicum paper a candidate should obtain a minimum of 40 % of total marks i.e. 32 marks out of 80 marks.
3. To pass each theory and practical paper 8 marks are required for internal assessment.
4. Seminar should be presented for 20 marks for semester III & IV and assignment should be submitted for semester III & IV for each paper for internal assessment.

5. NATURE OF QUESTION PAPER AND SCHEME OF MARKING: -

There will be four questions in the question paper each carrying 20 marks. All questions shall be compulsory.

6. NATURE OF QUESTION PAPER AND SCHEME OF MARKING

Question No.	Description	Marks
Question 1:	(A) Multiple choice questions (2 Marks/Question)	10
	(B) Answer in one or two sentences (2 Marks/Question)	10
Question 2:	Short notes: (Any four out of six)	20
Question 3:	Descriptive type question with internal choice.	20
Question 4:	Descriptive type question with internal choice.	20

7. COURSE STRUCTURE WITH CREDIT POINTS AND MARKS

M. A. Part – II Psychology: Semester – III

CBCS Pattern

COMPULSORY / CORE PAPERS

Specialization in Industrial Psychology

(To be introduced from June, 2020-2021)

Paper No.	Paper Title	Marks		
		Sem. Exam.	Internal	Total
IX	Human Resource Management	80	20	100
X	ORGANIZATIONAL BEHAVIOUR	80	20	100
XI	Occupational Health Psychology	80	20	100
XII	Project	80	20	100

CBCS Pattern

M. A. Part – II Psychology: Semester – IV

Specialization in Industrial Psychology

(To be introduced from 2020-2021)

Paper No.	Paper Title	Marks		
		Sem. Exam.	Internal	Total
XIII	Personnel Psychology	80	20	100
XIV	ORGANIZATION DEVELOPMENT	80	20	100
XV	Industrial Labour Legislation	80	20	100
XVI	Practicum	80	20	100

EQUIVALENCE IN ACCORDANCE WITH TITLE AND CONTENTS OF PAPERS (FOR REVISED SYLLABUS)

Sr. No	Sem- III	
	Old Course	New Course
1	Paper IX : Personnel Psychology	Paper IX : Human Resource Management
2	Paper X : Organizational Behavior	Paper X : ORGANIZATIONAL BEHAVIOUR
3	Paper XI : Consumer Behavior & Marketing	Paper XI : Occupational Health Psychology
4	Paper XII : Project	Paper XII : Project

Sr. No	Sem- IV	
	Old Course	New Course
1	Paper XIII: Human Resource Management	Paper XIII : Personnel Psychology
2	Paper XIV : Organizational Behavior	Paper XIV: ORGANIZATION DEVELOPMENT
3	Paper XV : Consumer Behavior & Marketing	Paper XV : Industrial Labour Legislation
4	Paper XVI : Internship &Practicum	Paper XVI : Practicum

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – III

(i) Paper: IX

(ii) Title of Paper: HUMAN RESOURCE MANAGEMENT (HRM)

(iii) Objectives:

To acquaint the students with -

- 1) To acquaint the students with the nature of HRM.
- 2) To acquaint the students with the nature of HR planning
- 3) To acquaint the students with the nature of recruitment, personnel selection.
- 4) To make the students familiar with the Employee training and development.

(iv)	Module	No. of Credits
	Module 1 – Introduction to Human Resource Management	01
	Module 2 – Human Resource planning	01
	Module 3 – The Human Resource Environment	01
	Module 4 – Recruitment and Selection Process & Employee Training	01

(v) Recommended Reading:

Books for reading:

1. Raymond A. Noe, John R. Hollenbeck, Barry Gerhart, Patrick M. Wright. (2016) FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT, SIXTH EDITION, McGraw-Hill Education, 2 Penn Plaza, New York, NY 10121.
2. Subba Rao, P. (2011). Essentials of Human Resource Management and Industrial Relations. Mumbai, Himalaya Publishing House.

Books for references:

1. Arnold J., Robinson, Iran, T. and Cooper, Cary L (1996): Work Psychology, Macmillan India Ltd.
2. Jayagopal, R (1990): Human Resource Development: Conceptual Analysis and Strategies, Sterling Publishing, New Delhi.
3. Paranjpe Vivek (1991): Human Resource Management In India: Legal Perspective, Capital Books International, New Delhi.
4. Rudrabasavraj M.N. (1991): Dynamic Personnel Administration, Management of Human Resources, Himalaya Publishing House, Mumbai.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – III
PAPER NO. IX

Title: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

Module 1 INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

- 1.1 Nature, Scope, Objective and of HRM
- 1.2 Functions of HRM
- 1.3 Strategic Human Resource Management
- 1.4 Skills and Proficiency of HR managers

1.5 Nature of E-HRM

Module 2 HUMAN RESOURCE PLANNING

- 2.1 Objectives of Human Resource Planning
- 2.2 Human Resource Planning : Process, Tools & Techniques
- 2.3 Relationship between HRM, HRP & HRD
- 2.4 Manpower Demand Forecasting Techniques
 - 2.4.1 Managerial Judgment
 - 2.4.2 Ratio Trend Analysis
 - 2.4.3 Regression Analysis
 - 2.4.4 Work Study Technique
 - 2.4.5 Delphi Technique
- 2.6 International Human Resource Management

Module 3 THE HUMAN RESOURCE ENVIRONMENT

- 3.1 Human Resources and Company Performance
- 3.2 Responsibilities of Human Resource Departments
- 3.3 Role in Equal Employment Opportunity
- 3.4 Providing Equal Employment Opportunity and a Safe Workplace
- 3.5 Change in the Employment Relationship
- 3.6 Ensuring Compliance with Labor Laws

Module 4 RECRUITMENT , SELECTION AND EMPLOYEE TRAINING

Section I – Recruitment

- 4.1 Factors affecting recruitment and Personnel Policies
- 4.2. Recruitment Sources
 - 4.2.1 Internal Sources
 - 4.2.2 External Sources
 - 4.2.3 Direct Applicants and Referrals
 - 4.2.4 Electronic Recruiting
 - 4.2.5 Advertisements in Newspapers and Magazines
 - 4.2.6 Public Employment Agencies
 - 4.2.7 Private Employment Agencies
 - 4.2.8 Colleges and Universities
- 4.3 Steps in recruitment process
- 4.4 Recruiter Traits and Behaviors
 - 4.4.1 Characteristics of the Recruiter
 - 4.4.2 Behavior of the Recruiter
 - 4.4.3 Enhancing the Recruiter’s Impact
- 4.5 Methods or techniques of recruitment
 - 4.5.1 Direct methods
 - 4.5.2 Indirect methods
 - 4.5.3 Third party methods

Section II - Selection

- 4.1 Selection procedure
- 4.2 Legal Standards for Selection
- 4.3 Steps in selection procedure
 - 4.3.1 Reception, initial or preliminary interview or screening

- 4.3.2 Application Forms
- 4.3.3 Weighted application bank
- 4.3.4 Bio-data
- 4.3.5 Biographical inventories
- 4.3.6 Physical examination
- 4.3.7 References checks
- 4.3.8 Background Checks
- 4.4 Employment Tests and Work Samples
 - 4.4.1 Aptitude tests
 - 4.4.2 Achievement tests
 - 4.4.3 Physical Ability Tests
 - 4.4.4 Cognitive Ability Tests
- 4.5 Job Performance Tests and Work Samples
 - 4.5.1 Personality Inventories
 - 4.5.2 Honesty Tests and Drug Tests

Section III - Employee Training

- 4.1 Introduction
- 4.2 Three terms: training, development, and education
- 4.3 Distinction between training and development
- 4.4 Need for basic purpose of training
- 4.5 Training Linked to Organizational Needs
 - 4.5.1 Organization Analysis
 - 4.5.2 Person Analysis
 - 4.5.3 Task Analysis
- 4.6 Planning the Training Program
- 4.7 Objectives of the Program
- 4.8 Training Methods
 - 4.8.1 Classroom Instruction
 - 4.8.2 Audiovisual Training
 - 4.8.3 Computer-Based Training
 - 4.8.4 On-the-Job Training
 - 4.8.5 Team Training
- 4.9 Approaches to Employee Development
 - 4.9.1 Formal Education
 - 4.9.2 Assessment
 - 4.9.3 Psychological Profiles (Myers-Briggs Type Indicator (MBTI))
 - 4.9.4 Assessment Centers

Note: Internal assignment work (20 Marks):

Submit and present Power Point on any of the following topics.

Recruitment and skill labor and Compensation; E-HRM and Industrial use; Manpower Demand Forecasting Techniques

Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – III

(i) Paper: X

(ii) Title of Paper: ORGANIZATIONAL BEHAVIOUR

(iii) Objectives:

- To acquaint the students with the
- 1) Work motivation
 - 2) Values, Attitudes, Job Satisfaction
 - 3) Leadership, Communication
 - 4) Organization Structure, Job Stress, Power.

(iv)	Module	No. of Credits
	Module 1 – The Foundations of Organizations and Organizational Behavior	01
	Module 2 – The Motivation to Work and Leadership	01
	Module 3 – Attitudes, Emotions, and Work	01
	Module 4 – Organizational Development and Teams in Organizations	01

(v) Recommended Reading:

Books for Reading:

1. FRANK J. LANDY, JEFFREY M. CONTE (2014) WORK IN THE 21ST CENTURY, An Introduction to Industrial and Organizational Psychology, 4th Edition John Wiley & Sons, Inc. America.
2. Robbins, Stephen, P. (2000): Organizational Behavior, 9th edition, Prentice-Hall of India. Pvt. Ltd, New Delhi.
3. Robbins, Stephen, P. : Organizational Behavior, 14th edition, Pearson Education Singapore Pvt. Ltd.

Books for References:

1. Davis, K and Newstrom, C.W (1993): Organizational Behavior : Human Behavior at work, McGraw-Hill.
2. Sekaran, Uma (1989) : Organizational Behavior,- Text and cases, Tata McGraw-Hill Publishing Company, New Delhi

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – III
PAPER NO. X

Title: The Foundations of Organizations and Organizational Behaviour

Module 1 – The Foundations of Organizations and Organizational Behavior

1.1 Organizational Behavior

- 1.1.1 What is Organizational Behavior
- 1.1.2 Historical background and scope of study
- 1.1.3 factors affecting behavior in organizations (individual level factors, group level factors, and organization systems level factors.)

1.2 Challenges and Opportunities for OB

- 1.2.1 Responding to globalization
- 1.2.2 Managing Work-force diversity
- 1.2.3 Improving quality and productivity

- 1.2.4 Improving people skills
- 1.2.5 Empowering peoples
- 1.2.6 Stimulating innovation and change.
- 1.3 Theories of Organization
 - 1.3.1 Classic Organizational Theory
 - 1.3.2 Human Relations Theory
 - 1.3.3 Contingency Theories
 - 1.3.4 Systems Theory

Module 2 – The Motivation to Work and Leadership

- 2.1 The Central Position of Motivation in Psychology
- 2.2 A Brief History of Motivation Theory in I-O Psychology
- 2.3 The Meaning and Importance of Motivation in the Workplace
- 2.4 Motivational Theories— Classic Approaches
 - 2.4.1 Person-as-Machine Theories
 - 2.4.2 Person-as-Scientist Theories
- 2.5 Leadership
 - 2.5.1 Leadership - What is leadership?
 - 2.5.2 Approaches to the study of leadership - trait approach (trait theories) behavioral approach , Contingency approach.
- 2.6 Contingency Theories - Fiedler model, Hersey and Blanchard's situational theory, Path-Goal Theory, Leader - Member exchange theory, Leader participation Model.

Module 3 – Attitudes, Emotions, and Work

- 3.1 Work Attitudes
 - 3.1.1 The Experience of Emotion at Work
 - 3.1.2 Job Satisfaction
 - 3.1.3 The Measurement of Job Satisfaction
 - 3.1.4 Organizational Identification
 - 3.1.5 The Concept of Commitment
- 3.2 Moods, Emotions, Attitudes, and Behavior
- 3.3 Values - definition, types of values, values across cultures, values and behavior
- 3.4 Attitudes - definition and components, types of job attitudes (job satisfaction, job Involvement and organizational commitment.)
- 3.5 Special Topics Related to Attitudes and Emotions

Module 4 – Organizational Development and Teams in Organizations

- 4.1 Organizational structure - Definition and basic elements (work Specialization, departmentalization, chain of command, span of control, centralization vs. decentralization & formalization).
- 4.2 Teams in Organizations
 - 4.2.1 Types of Teams
 - 4.2.2 Input–Process–Output Model of Team Effectiveness
 - 4.2.3 Special Issues in Teams
- 4.3 Fairness and Diversity in the Workplace
 - 4.3.1 The Practical Implications of Justice Perceptions
 - 4.3.2 Diversity
- 4.4 Communication
 - 4.4.1 Barriers to Effective Communication
(Filtering, Selective Perception, Information Overload, Emotions, Language, Silence, Nonverbal Communication, Lying)
 - 4.4.2 Organizational Communication

(Direction of Communication , Small-Group Networks, Electronic
Communications)
4.4.3 Global Implications
(Cultural Barriers to Communication, Cultural Context)

Note: Internal assignment work (20 Marks)

Make a psychological report as per the format given in module 3.

Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – III

(i) Paper: XI

(ii) Title of Paper: Occupational Health Psychology

(iii) Objectives:

To acquaint the Course students with the:

- 1) Describe fundamental theories and recent empirical research in the field of Occupational health psychology.
- 2) Apply scientific knowledge to practical health and safety issues in the modern

Workplace.

- 3) Design solutions to improve the quality of work life and promote workers' health.

(iv)	Module	No. of Credits
	Module 1 – A Brief History of Occupational Health Psychology	01
	Module 2 – Occupational Safety	01
	Module 3 – Interventions in Occupational Health Psychology	01
	Module 4 –The Future of Occupational Health Psychology	01

(v) Recommended Reading:

Books for reading:

1. Stavroula Leka and Jonathan Houdmont (2010) Occupational Health Psychology A John Wiley & Sons, Ltd., Publication
2. Marit Christensen , Per Øystein Saksvik, Maria Karanika-Murray (1996): The Positive Side of Occupational Health Psychology, Springer International Publishing

Books for references:

1. Adkins, J. A. (1999). Promoting organizational health: The evolving practice of occupational health psychology. Professional Psychology: Research and Practice, 30, 129-37.
2. Eby, L. T., Casper, W. J., Lockwood, A., Bordeaux, C., & Brinley, A. (2005). A twenty-year retrospective on work and family research in IOIOB: A review of the literature. Journal of Vocational Behavior, 66, 124-197.
3. Klunder, C.S. (2008). Preventive stress management at work: The case of the San Antonio Air Logistics Center, Air Force Materiel Command (AFMC). Paper presented at Society of Psychologists in Management Conference and Institutes, San Antonio, 29 February.
4. Levi, I. (2000). Guidance on work-related stress: Spice of life or kiss of death (100 pages).
5. Luxembourg: European Commission, Directorate-General for Employment and Social Affairs, Health & Safety at Work.
6. Probst, T. M., Gold, D., & Cabom, J. (2008). A preliminary evaluation of SOLVE: Addressing psychosocial problems at work. Journal of Occupational Health Psychology, 13, 32-42.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)

CBCS Pattern

Specialization in Industrial Psychology

SEMESTER – III

PAPER NO. XI

Title: Occupational Health Psychology

Module 1 – A Brief History of Occupational Health Psychology

- 1.1 The scope and nature of occupational health and safety
 - 1.1.1 Safety
 - 1.1.2 Welfare
 - 1.1.3 Occupational or work-related ill-health
 - 1.1.4 Environmental protection
 - 1.1.5 Accident
 - 1.1.6 Dangerous occurrence
 - 1.1.7 Hazard and risk
- 1.2 Mental disorder
 - 1.2.1 Alcohol abuse
 - 1.2.2 Depression
 - 1.2.3 Personality disorders
 - 1.2.4 Schizophrenia
- 1.3 Workplace mistreatment
 - 1.3.1 Workplace incivility
 - 1.3.2 Abusive supervision
 - 1.3.3 Workplace bullying
 - 1.3.4 Sexual harassment
 - 1.3.5 Workplace violence

Module 2 – Occupational Safety

- 2.1 Risk Factors in the Physical Work Environment
- 2.2 Occupational Health Psychology and Occupational Safety
- 2.3 Individual Antecedents of Safety Performance and Workplace Accidents and Injuries
- 2.4 Situational Antecedents of Safety Performance and Workplace Accidents and Injuries

Module 3 – Interventions in Occupational Health Psychology

- 3.1 Primary Interventions to Improve Work–Life Balance
- 3.2 Secondary Interventions to Improve Work–Life Balance
- 3.3 Tertiary Interventions to Improve Work–Life Balance
- 3.4 Primary Interventions to Improve Physical Health and Safety
- 3.5 Secondary Interventions to Improve Physical Health and Safety
- 3.6 Tertiary Interventions to Improve Physical Health and Safety
- 3.7 Primary Interventions to Improve Psychological Health and Well-Being
- 3.8 Secondary and Tertiary Interventions to Improve Psychological Health and Well-Being

Module 4 – The Future of Occupational Health Psychology

- 4.1 Mental Health
- 4.2 Physical Health
- 4.3 Aggression in the Workplace
- 4.4 Organizational Climate and Leadership
- 4.5 Works–Family Balance
- 4.6 Interventions in the Workplace

Note: Internal assignment work (20 Marks):

A psychological report as per the format given in Module 3 and 4

-----Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER - III
PAPER NO. XII
Title: PROJECT

i) Paper No: XII

ii) Title of Paper: Project

iii) Objectives

1. To train the students to carry our projects in the different areas of Industrial psychology.
2. To make the students familiar with the psychological tests used for Industrial purposes.
3. To impart the knowledge and skills for administering tests and writing their reports.
4. To make students familiar with presentation of research paper.

iv) Recommended Reading

Books for Reading

- 1) Barker, C., Pistrang, N., & Elliott, R. (2015). Research methods in Industrial psychology: An introduction for students and practitioners. John Wiley & Sons.
- 2) Coolican, H. (2017). Research methods and statistics in psychology. Psychology Press.
- 3) Corey, Gerald (2005) : "Theory and Practice of Counseling and Psychotherapy", 7th Ed., Books / Cole – Thomson Learning, Belmont, C. A., U.S.A.
- 4) Division, G. C., Neale, J.M. and Kring, A. M. (2004) : "Abnormal Psychology", 9th Ed., John Willey and Sons Inc.
- 5) Gladding, Samuel T. (2009): "Counselling", Sixth edition, Pearson.
- 6) Groth-Marnat, G. (2009). *Handbook of psychological assessment*. 5th ed. John Wiley & Sons, Inc., Hoboken, New Jersey.
- 7) Hecker, Jeffrey E. and Thope, Geoffrey L. (2005) "Introduction to Industrial Psychology", Pearson Education Inc.
- 8) Kellerman, H. & Burry, A. (2007). *Handbook of Psychodiagnostic Testing*. 4th ed. Springer.

v) Structure:

1. Project Report:

Every student or Pair (Two Students) (*****More than Two students will not be allowed to take same organization for study. It will not be acceptable***) has to visit Industrial Organization/Company/Other Organization and collect data related to following areas. After analyzing the data, he/she has to apply **ANY FIVE TESTS** from the following list which is relevant to the concerns and problems of the organization. With the help of scoring of the tests and interpretations through manuals, student has to prepare a project report of the organization in standard professional format. The **suggestions and recommendations for organizational improvement should be described and mentioned in details** at the end of the project report. **Student should note that the report should be written in standard psychological language and professional jargon. Use of layperson language is discredited.**

AREAS:

- 1) Accident
- 2) Movement / Lock out
- 3) Problem solving
- 4) The decision process
- 5) Leadership
- 6) Stress
- 7) Addiction
- 8) Work Culture
- 9) Labour Reforms
- 10) Technological advances
- 11) Any other relevant area after consultation with concerned teacher
- 12) Motivation
- 13) Addiction
- 14) Absenteeism
- 15) Selection or Recruitment
- 16) Accident Repetitiveness
- 17) Training
- 18) Job Satisfaction,
- 19) Job Anxiety
- 20) Occupational stress
- 21) Industrial conflict,
- 22) Attitudes and behaviour towards work situation
- 23) Organization climate
- 24) Mental Health
- 25) Other related areas in personnel psychology, organizational behaviour and
- 26) Consumer behaviour

LIST OF PSYCHOLOGICAL TESTS:

- 1) Recruitment
- 2) Quality of Life
- 3) Job motivation scale (Motivation)
- 4) Job Satisfaction
- 5) Stress (Job Stress Scale) / Occupational stress.
- 6) Occupational Health
- 7) Attitude toward job
- 8) Occupational Safety
- 9) Accident Proneness
- 10) Ability - Physical , Cognitive , Personal
- 11) Work Attitude
- 12) Risk Taking
- 13) Work Depression
- 14) Work Environment / organizational climate
- 15) Workplace Harassment
- 16) Well-being value
- 17) Mental Health

- 18) Leadership
- 19) Performance Alcoholism Scale
- 20) Yoga
- 21) Team Building
- 22) Goal Setting
- 23) Mechanical Attitude Scale
- 24) Power Motive Scale
- 25) Decision Making
- 26) Well being

Note :

- 1) There shall be two practical of 4 periods each per week per batch consisting of 10 students.
- 2) Practical examination will be held at the end of the Semester III.
- 3) Duly signed Journal Report File submission is compulsory for eligibility to appear for Practical Examination

vi) Nature of Examination:

Following will be the pattern of final examination:

Structure	Examination Material	Evaluation Authority and Marks to be assigned	
		College Teacher (Internal)	External Examiner
Testing and Counselling	Student should bring One employee and take brief occupational history. After analyzing his/her problem or concern, student should choose appropriate test by convincing his/her rationale to examiners and administer it to the employee. The scoring, interpretation and counselling should be done accordingly and detailed report should be written. The report should consist of demographic information of employee, brief history of employee, description of problem and symptoms and their severity, test characteristics, scoring, results and interpretation, in-depth counseling to solve the problem. <i>The language should be of Industrial and Mental Health Professional with use of psychological concepts and jargon. General language will be discredited.</i>	Nil	20
Viva	Based on Project Report during semester/Testing and Counselling of Employee during examination etc.	Nil	20
Project Report	Work and guidance to be provided by College Teacher during Semester Period and the submission is duly certified by HOD or Authorized Teacher.	30	10
Internal Marks	Assignments and guidance to be provided by College Teacher during Semester Period	20	Nil
Total Marks		50	50
Grand Total		100 Marks	

vii) Note: Internal assignment work (20 Marks)

Administration and Scoring of any one above test on Personnel in organization.

Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.)

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)

CBCS Pattern

Specialization in Industrial Psychology

SEMESTER – IV

PAPER NO. XIII

Title: Personnel psychology

(i) **Paper:** XIII

(ii) **Title of Paper:** Personnel psychology

(iii) Objectives:

To acquaint the students with -

1. To acquaint the students with the nature of Personnel Psychology.
2. To make the students familiar with the job Analysis
3. To get acquainted with the nature & importance of Reward and Incentives.
4. To acquaint the students with the nature of performance appraisal

(iv)	Module	No. of Credits
	Module 1 – Framework of Personnel psychology	01
	Module 2 – Job Design, Job analysis, team analysis and Flexible job environment	01
	Module 3 – The Process of Performance Management	01
	Module 4 – Recognizing Employee Contributions with Pay	01

v) Recommended Reading:

Basic Reading:

1. Tomas Chamorro-Premuzic and Adrian Furnham (2010), The Psychology of Personnel Selection, First Edition, Cambridge University Press, The Edinburgh Building, Cambridge CB2 8RU, UK
2. Mamoria, C. B., Gankar, S. V., and Pareek, U. (2011). Personnel Management. Mumbai, Himalaya Publishing House.
3. Subba Rao, P. (2011). Essentials of Human Resource Management and Industrial Relations. Mumbai, Himalaya Publishing House.

Reference Books:

1. Arnold J., Robinson, Iran, T. and Cooper, Cary L (1996): Work Psychology, Macmillan India Ltd.
2. Jayagopal, R (1990): Human Resource Development: Conceptual Analysis and Strategies, Sterling Publishing, New Delhi.
3. Paranjpe Vivek (1991): Human Resource Management In India : Legal Perspective, Capital Books International, New Delhi.
4. Rudrabasavraj M.N. (1991): Dynamic Personnel Administration, Management of Human Resources, Himalaya Publishing House, Mumbai.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)

CBCS Pattern

Specialization in Industrial Psychology

SEMESTER – IV

PAPER NO. XIII

Title: Personnel psychology

Module 1 Framework of Personnel psychology

- 1.1 Nature and scope of personnel psychology.
- 1.2 Functions of personnel psychologist.
- 1.3 Importance of human Resource Management.
- 1.4 Role in Providing for Equal Employment Opportunity

1.5 Objectives of personnel management.

Module 2 Unit 2: Job Design, Job analysis, team analysis and flexible job environment

2.1 Job Design

- 2.1.1 Designing Efficient Jobs
- 2.1.2 Designing Jobs That Motivate
- 2.1.3 Job Enlargement
- 2.1.4 Job Extension
- 2.1.5 Job Rotation
- 2.1.6 Job Enrichment

2.2 Job Analysis

- 2.2.1 Job Descriptions
- 2.2.2 Job Specifications
- 2.2.3 Sources of Job Information
- 2.2.4 Position Analysis Questionnaire
- 2.2.5 Fleishman Job Analysis System
- 2.2.6 Importance of Job Analysis

2.3 Self-Managing Work Teams

2.4 Flexible Work Schedules

2.5 Job sharing

Module 3 - The Process of Performance Management

3.1 Methods for Measuring Performance

- 3.1.1 Making Comparisons
- 3.1.2 Rating Individuals
- 3.1.3 Rating Behaviors (Behaviorally anchored rating scale (BARS) ,Behavioral observation scale (BOS))

3.2 Measuring Results

- 3.2.1 Management by objectives (MBO)
- 3.2.2 Total Quality Management

3.3 Sources of Performance Information

- 3.3.1 Managers
- 3.3.2 Peers
- 3.3.3 Subordinates
- 3.3.4 Self

3.4 Errors in Performance Measurement

- 3.4.1 Types of Rating Errors
- 3.4.2 Ways to Reduce Errors
- 3.4.3 Political Behavior in Performance Appraisals

3.5 Legal Requirements for Performance Management

3.6 Electronic Monitoring and Employee Privacy

Module 4 – Recognizing Employee Contributions with Pay

4.1 Incentive Pay

4.2 Pay for Individual Performance

- 4.2.1 Piecework rates
- 4.2.2 Merit pay
- 4.2.3 Sales commissions
- 4.2.4 Standard hour plans
- 4.2.5 Individual bonuses

4.3 Wage incentive schemes in India

4.4 Pay for Group Performance

- 4.4.1 Gainsharing

- 4.4.2 Group Bonuses and Team Awards
- 4.5 Pay for Organizational Performance
- 4.6 The Role of Employee Benefits
- 4.7 Benefits Required by Law
 - 4.7.1 Social Security
 - 4.7.2 Unemployment Insurance
 - 4.7.3 Workers' Compensation
 - 4.7.4 Unpaid Family and Medical Leave
 - 4.7.5 Health Care Benefits
- 4.8 Optional Benefits Programs
 - 4.8.1 Paid Leave
 - 4.8.2 Group Insurance
 - 4.8.3 Retirement Plans
 - 4.8.4 "Family-Friendly" Benefit

Note: Internal assignment work (20 Marks)

Make power point presentation and submission on any of the following topic.

1. Electronic Monitoring and Employee Privacy
2. Create a job design for industrial area with industry type
3. Create a Flexible Work Schedules for industrial area with industry type
4. Create a Recognizing Employee Contributions with Pay with industry type

Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – IV
PAPER NO. XIV
Title: ORGANIZATIONDEVELOPMENT

(i) **Paper: XV**

(ii) **Title of Paper: ORGANIZATIONDEVELOPMENT**

(iii) **Objectives:**

To acquaint the students with

- 1) Managing Organization Development
- 2) Planned Change
- 3) Interventions
- 4) Improving effectiveness of the total organization

(iv) **Module**

No. of Credits

Module 1 – Process of Organizational Development	01
Module 2 – TEAM AND GROUP INTERVENTIONS	01
Module 3 – IMPLEMENTATION AND ASSESSMENT OF OD	01
Module 4 – FUTURE TRENDS IN OD	01

V) Recommended Reading :

Basic Reading:

1. Thomas G. Cummings and Christopher G. Worley (2015) Organization Development & Change, Tenth Edition, Cengage Learning 200 First Stamford Place, 4th Floor Stamford, CT 06902 USA
2. French, Wendell and Bell, H. Jr. (1990): Organizational Development, 5th edition, Prentice-Hall of India. Pvt. Ltd, New Delhi.
3. Robbins, Stephen, P. (): Organizational Behavior, 14th edition, Pearson Education Singapore Pvt. Ltd.

References:

1. Davis, K and Newstrom, C.W (1993): Organizational Behavior : Human Behavior at work, McGraw - Hill.
2. Sekaran, Uma (1989) : Organizational Behavior,- Text and cases, Tata McGraw-Hill Publishing Company, New Delhi.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)
CBCS Pattern
Specialization in Industrial Psychology
SEMESTER – IV
PAPER NO. XIV
Title: ORGANIZATIONDEVELOPMENT

Module 1 – Process of Organizational Development

- 1.1 Introduction
- 1.2 The Evolution of Organization Development,
- 1.3 Why is change needed in organization?
- 1.4 Steps in organization development process

1.5 Entering, Contracting and Diagnosing Organization

Modules 2 – TEAM AND GROUP INTERVENTIONS

- 2.1 Introduction
- 2.2 Team Building
- 2.3 Team Interventions
- 2.4 Broad Team Building Interventions
 - 2.4.1 Varieties of Team Building Interventions in a Formal Group
- 2.5 A Gestalt Approach to Team Building
- 2.6 Inter Group Interventions
- 2.7 Third Party Peace making Interventions
- 2.8 Personal Interventions
- 2.9 Interpersonal and Group Process Interventions

Module 3 – . IMPLEMENTATION AND ASSESSMENT OF OD

- 3.1 Introduction
- 3.2 Organization Assessment
- 3.3 Basic Components of Assessment of OD
- 3.4 Criteria for Assessment
- 3.5 Measurement
- 3.6 Prerequisites to Success of OD
- 3.7 Failures in OD Efforts
- 3.8 Assessment of OD and Change in Organizational Performance
 - 3.8.1 Goal Setting
 - 3.8.2 Performance Appraisal
 - 3.8.3 Reward Systems
- 3.9 Impact of OD

Module 4 – FUTURE TRENDS IN OD

- 4.1 Introduction
- 4.2 Future Trends
- 4.3 Macro system Trends
- 4.4 Interpersonal Trends
- 4.5 Individual Trends
- 4.6 The Future of OD
- 4.7 Embrace Transformative Change for Relevance of OD in Modern Organizations

Note: Internal assignment work (20 Marks)

Write a brief review on any one Consumer Behaviour Module 3 and 4

Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)

CBCS Pattern

Specialization in Industrial Psychology

SEMESTER – IV

PAPER NO. XV

Title: Industrial Labour Legislation

i) Paper No: XV

ii) Title of Paper: Industrial Labour Legislation

iii) Specific Objectives:

1. To acquaint the students with the nature of Industrial Labour Legislation
2. Decision Making and Organizational Learning.
3. Conflict and Negotiation in Organizations

(iv)	Module	No. of Credits
	Unit 1: Labour Legislations in India	01
	Unit 2: LEGISLATIONS	01
	Unit 3: WAGE LEGISLATION IN INDIA	01
	Unit 4: Global employment law and labor relations	01

V) Recommended Reading:

Basic Reading:

1. Industrial labour and general laws, The Institute of Company Secretaries of India. ICSI House ,22, Institutional Area, Lodi Road, New Delhi 110003
2. <https://www.india.gov.in/download-e-book-ministry-labour-employment>
3. <https://labour.gov.in/list-enactments-ministry>

b) References:

1. CK Johri, Labour law in India (2012) KNS1220 J71
2. S Routh, Enhancing Capabilities through Labour Law: Informal Workers in India (2014)
3. P. L. Malik's Industrial Law (Covering Labour Law in India) (2 Volumes with Free CD-ROM) (2015 ed.). Eastern Book Company. pp. 1–3656. ISBN 9789351451808.
4. Labour Laws - A Primer (2011 ed.). Eastern Book Company. pp. 1–224. ISBN 9789350281437.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)

CBCS Pattern

Specialization in Industrial Psychology

SEMESTER – IV

PAPER NO. XV

Title: Industrial Labour Legislation

Module 1 – Labour Legislations in India

- 1.1 Evolution Of Labour Law In India
- 1.2 Need For Labour Legislation In India
- 1.3 Principles Of Labour Legislation
 - 1.3.1 Social Justice
 - 1.3.2 Social Equity
 - 1.3.3 National Economy
 - 1.3.4 International Uniformity
- 1.4 The Classification Of Labour Laws
 - 1.4.1 Purpose
 - 1.4.2 Legislature
 - 1.4.3 Period Of Enactment
- 1.5 The Factories Act, 1948
 - 1.5.1 Main Provisions Of The Act
 - 1.5.2 Health And Hygiene (Sec 11-20)
 - 1.5.3 Safety Provisions (Sec 21- 41)

Module 2 – LEGISLATIONS

- 2.1 Civil Rights Acts of 1866 and 1871
- 2.2 Equal Pay Act of 1963
- 2.3 Title VII of the Civil Rights Act of 1964
- 2.4 Age Discrimination in Employment Act (ADEA)
- 2.5 Vocational Rehabilitation Act of 1973
- 2.6 Vietnam Era Veterans' Readjustment Act of 1974
- 2.7 Pregnancy Discrimination Act of 1978
- 2.8 Americans with Disabilities Act (ADA) of 1990
- 2.9 Uniformed Services Employment and Reemployment Rights Act of 1994
- 2.10 Lilly Ledbetter Fair Pay Act of 2009

Module 3 – WAGE LEGISLATION IN INDIA

- 3.1 The Payment of Wages Act, 1936
- 3.2 Minimum Wages Act, 1948
- 3.3 The Payment of Bonus Act, 1965
- 3.4 THE FACTORIES ACT 1948 (Welfare and other Provisions)

Module 4 – Global employment law and labor relations

- 7.1 Introduction
- 7.2 Factors influencing compensation programmers
- 7.3 Constitution of total compensation package

- 7.4 Approaches to international compensation
- 7.5 Cultural impact and compensation policy
- 7.6 The impact of culture and Performance Management Systems

Note: Internal assignment work (20 Marks)

Write review on labor laws.

Note: Question papers as per pre-revised syllabi will be set at the examinations to be held in October, 2020 and April, 2021 for the benefit of repeater students.

NEW SYLLABUS FOR M.A. Part - II (PSYCHOLOGY)

CBCS Pattern

Specialization in Industrial Psychology

SEMESTER - IV

PAPER NO. XVI

Title: PRACTICUM

- i) Paper No: XVI**
- ii) Title of Paper: Practium**
- iii) Objectives**

1. To develop skills among students related to design Training Programme in the field of industrial psychology to address and solve individual or group or societal problems.
2. To develop professional competencies among students regarding execution of training programmes for better organizational psychological health.
3. To teach students to apply various interactive training methods and aids during therapeutic training settings.

iv) Structure:

1. Training Programme through Internship:

Every student or Pair (Two Students) (*****More than Two students will not be allowed to take same case for designing and executing Training Module. It will not be acceptable***) should select an industrial problem related to employee group or team. After finding comprehensive details, he/she has to design his/her own Training Programme (TP) (**Minimum 6 Hours**) to solve psychological problems of that employee group/team and execute it on the target group (**Minimum 6**). The detail report of the Training Programme should be written and submitted.

The report of Training Programme should include following components:

The conceptual framework of selected problem/area; Review of laws/acts, theories, researches and causes related to problem; Review of previous training programmes carried out; Characteristics of Target Group; Conductance of Need Analysis; Design of Components of Training Programme; Use of Methods and Techniques (like Workshop, Team Exercises, In-Basket Exercises, Cases, Demo, Group Discussion, Role Playing, Presentation and many other relevant techniques); Use of Aids and Tools (like Self-reflecting exercises, Questionnaire, Checklists, Audio-Videos, Books and many other relevant tools) and their description; Demographic information of Actual Participants; Time Schedule of Programme; Procedure and Conductance of Programme; Outcome of the Training Programme; Feedback from Participants about the Training Programme; Trainer's Learning from the Whole Exercise; Limitation of the Training Programme; Suggestions for Improvement; References and Appendices

Note :

- 1) There shall be two practicals of 4 periods each per week per batch consisting of 10 students.
- 2) Practical examination will be held at the end of the Semester III.
- 3) Duly signed Journal Report File submission is compulsory for eligibility to appear for Practical Examination

v) **Nature of Examination:**

Following will be the pattern of final examination:

Structure	Examination Material	Evaluation Authority and Marks to be assigned	
		College Teacher (Internal)	External Examiner
Designing of Training Programme	<p>University will provide student an industrial problem related to employee group or team. After analyzing it, student has to develop an appropriate training/ intervention programme based on psychological principles and make a detailed plan.</p> <p>The plan should include following points: Demographic details of group/team members, Characteristics and features of group/team (e.g. Norms, Roles, Cohesiveness, Morale, Communicative Pattern etc.), Nature of problem; Severity of problem and possible consequences on employees and organization; Steps in conducting Need Analysis; Areas to be addressed to solve problem; Components to be included in Training Programme; Description of Methods and Techniques (like lecture, Workshop, Demo, Group Discussion, Role Playing and many other relevant techniques); Aids and Tools to be Used (like Questionnaire, Checklist, Audio-Videos, Books and many other relevant tools; Sequential Stages involved in actual execution; Possible outcomes of intervention etc.</p>	Nil	20
Viva	Based on Training Programme executed during internship/Training Programme designed during examination etc.	Nil	20
Training Programme Development and Execution	Work and guidance to be provided by College Teacher during Semester Period and the submission is duly certified by HOD or Authorized Teacher.	30	10
Internal Marks	Assignments and guidance to be provided by College Teacher during Semester Period	20	Nil
Total Marks		50	50
Grand Total		100 Marks	

vi) **Note: Internal assignment work (20 Marks)**

Write review report on 5 industries reference by internet Example:- Wipro, Apple, etc.

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