

Structure for Psychology Discipline

Course Pattern and Scheme of Examination For BA/ B.Sc.

as per NEP (2021-2022 and onwards)

Subject: PSYCHOLOGY

| Sl. No | Semester | Course Type | Title of the Paper | Total Hours | Hours per week | Course Components | | | Examination pattern Max. and min Marks/ Paper | | | Duration of Examination | Total Credits |
|--------|----------|-------------|------------------------------------|-------------|----------------|-------------------|----------|-----------|-----------------------------------------------|-----|-------|-------------------------|---------------|
| | | | | | | Lecture | Tutorial | Practical | CIE | ESE | Total | | |
| 1 | II | DSCC | Foundation of Psychology | 52 | 4 | 3 | 1 | - | 30 | 70 | 100 | 3 hours | 4 |
| 2 | II | DSCL | Practicals I | 30 | 4 | - | - | 4 | 15 | 35 | 50 | 3 hours | 2 |
| 3 | I | OEC | Psychology of Health and Wellbeing | 45 | 3 | 2 | 1 | - | 30 | 70 | 100 | 3 hours | 3 |
| 4 | I | SEC | Life Skills 1 | 45 | 3 | 2 | - | 1 | 30 | 70 | 100 | 3 hours | 3 |
| 5 | II | DSCC | Foundation of Behaviour | 52 | 4 | 3 | 1 | - | 30 | 70 | 100 | 3 hours | 4 |
| 6 | II | DSCL | Practicals 2 | 30 | 4 | - | - | 4 | 15 | 35 | 50 | 3 hours | 2 |
| 7 | II | OEC | Youth Gender, and Identity | 45 | 3 | 2 | 1 | - | 30 | 70 | 100 | 3 hours | 3 |
| 8 | II | SEC | Life Skills 2 | 45 | 3 | 2 | - | 1 | 30 | 70 | 100 | 3 hours | 3 |

• *DSCC: Discipline Specific Core Course

• DSCL: Discipline Specific Core Lab

• OEC: Open Elective Course

• SEC: Skill Enhancement Course

• AEC: Ability Enhancement Compulsory Course (Language)

Structure for Psychology Discipline

| Semester III | | | | |
|---------------------|-------------------------------------|----------------|-----------------------------------|-------------------------------|
| Course | Paper | Credits | No. of teaching Hours/Week | Total Assessment Marks |
| DSC - 3 | Child Development | 4 | 4 | 100 (60+40) |
| DSC - 3 | Practical paper - 3 | 2 | 4 | 50 (25+25) |
| O E -3 | Psychology and Mental Health | 3 | 3 | 100 (60+40) |
| Semester IV | | | | |
| DSC - 4 | Developmental Psychology | 4 | 4 | 100 (60+40) |
| DSC - 4 | Practical paper - 4 | 2 | 4 | 50 (25+25) |
| O E - 4 | Psychology at Work | 3 | 3 | 100 (60+40) |

NEP SYLLABUS

DEPARTMENT OF PSYCHOLOGY

PAPER – I: FOUNDATION OF PSYCHOLOGY

UNIT-1 GENESIS & GOALS OF PSYCHOLOGY: (10 Hours)

- Psychology Emergence & Development, Definition & Goals of Psychology, Understanding, Describing, Predicting, Control of Behavior.
- Key Perspectives Psychodynamic, Behavioral, Humanistic, Biological & Cognitive.
- General, Bio-Physiological, Social, Child, Developmental, Abnormal & Cognitive Psychology.
- Psychology as Applied science – Introspection, observation, Experimental, Clinical & Questionnaires' Method.

UNIT-2 BIOLOGY & BEHAVIOUR: (12 Hours)

- Neuron – Structure & Functions, Neural Impulse, Synapse & Neurotransmitters
- Nervous System – Structure & Functions of Central Nervous System & Peripheral Nervous System
- Methods of Studying Brain Functions – Invasion, Lesion, Ablation, Chemical & Stimulation Method
- Endocrine System – Functions & Effects, Pituitary, Thyroid, Para thyroid, Adrenal & gonads.

UNIT-3 SENSATION, ATTENTION & PERCEPTION: (10 Hours)

- Sensation – Definition & Characteristics
- Types of sense & receptors Involved in each sensation.

- Attention – Meaning & Phenomena (Span of Attention, Division of Attention, Fluctuation & Distraction), Determinants – Objective & Subjective
- Perception - Meaning & Characteristics, Gestalt Laws of Perceptual Organization
- Depth Perception – Meaning Perceptual Constancies, Monocular & Binocular Cues
- Errors In Perception – Illusion, types, Horizontal, Vertical, Muller Layer & Illusion of Movement
- Hallucination, Visual, Auditory, Tactile

UNIT-4 LEARNING:

(10 Hours)

- Introduction- Definition, Factors Influencing Learning, Motivation, Reinforcement & Association
- Types Of learning – Trial & Error learning, Experiment & Laws, Classical Conditioning, Extinction, Spontaneous Recovery, Generalization, Discrimination, Higher Order Conditioning
- Operant Conditioning – Experiment (Experiment on Pigeons) Reinforcement, Schedule of Reinforcement, Shaping & Chaining
- Cognitive Learning – Insightful (Kohler) & observational (Bandura)

UNIT-5 MEMORY & FORGETTING:

(10 Hours)

- Memory – Basic Processes, Encoding, Storage & Retrieval
- Types of Memory – Sensory Memory, Short Term Memory, Long Term Memory, Working Memory, Semantic Memory, Auto Biographical Memory, Flashbulb Memory
- Techniques to Improve Memory – Mnemonics, Chuncking, SQ3R (Survey, Question, Read, Recite, Review)
- Forgetting – Nature & Causes Of Forgetting

Text Books:

- Robert Feldman (2011) Essential of Understanding Psychology 10 th Edition, ISBN – 13-9781259003059/ISBN 10- 1259003051
- Morgan, CT King, R.A, Weiss, J.R & Schopler, J. (2012). (Latest edition). Introduction To Psychology. Tata McGraw Hill Education Pvt. New Delhi.
- Mangal S K (2000) General Psychology. New Delhi: Sterling Publishers Pvt Ltd.
- Shashi Jain (Latest edition). Introduction to Psychology. New Delhi. Kalyani Publisher

BA/BSc I Semester 2022-23

PRACTICALS I : 4 hours per week.

Maximum Marks: 50

(Minimum 8 Practical to be conducted)

1. Directed Observation on the accuracy of report
2. Colour Blindness
3. Localisation of Sound
4. Mapping of colour zones
5. Set on Attention
6. Bilateral Transfer of training
7. Muller – Lyer Illusion
8. Illusion of Movement (Phi – Phenomena)
9. Meaning on retention
10. Retroactive Inhibition
11. Proactive Inhibition
12. Span of Attention

STATISTICS

- Grouping of Data: Tabulation & frequency distribution
- Measures of Central tendency: Mean & Median for Grouped & Ungrouped data

Practical batches: 10 Students per batch

Exam: 10 Students per batch

Marks: 35 Marks for semester end examination +15 marks for Journal records & as an

Internal assessment

| | | |
|--------------------|---------------------------|----|
| 35 marks for Exam: | Plan & Procedure | 05 |
| | Conducting one Experiment | 10 |
| | Results & discussion | 05 |
| | Viva | 05 |
| | Statistics | 10 |
| | Total | 35 |

OPEN ELECTIVE

PSYCHOLOGY OF HEALTH & WELLBEING

UNIT-1: (10 Hours)

Illness, Health & Wellbeing, Health Continuum, Models of Health & Illness, Medical, Bio-Psychosocial, Holistic Health, Health & Wellbeing

UNIT-2: (10 Hours)

Stress & Coping, Nature & Sources Of Stress, Personal & Social Mediators of Stress, Effects of Stress on Physical & Mental Health, Coping & Stress Management.

UNIT -3: (12 Hours)

Health management, Health Enhancing Behaviors, exercise, Nutrition, Meditation, Yoga, Health Compromising Behaviors (Alcoholism, smoking, Internet Addiction) Health Protective Behaviors, Illness Management.

UNIT - 4: (13 Hours)

Promoting Human strengths & Life Enhancement, Strength, Meaning, Realizing Strength, Maximizing Unrealized Strength, Weakness, Meaning, Identifying & Overcoming weakness, Strategies to develop Hope & Optimism

Text Books:

1. Carr. A. (2004) Positive Psychology. The science of happiness & Human Strength UK Routledge.
2. Dimatteo, M.R & Martin, L R (2002). Health Psychology. New Delhi: Pearson
3. Farshaw, M (2003) Advance Psychology: Health Psychology. London : Hodder & Stoughton

4. Forshaw, M. (2003) Advance Psychology: Health Psychology. London : Hodder & Stoughton
5. Hick. J. W (2005) Fifty Signs of Mental Health. A Guide to Understanding Mental Health. Yale University press.
6. Snyder, C R, & Lopez S J (2007) Positive Psychology: The Scientific & Practical Explorations Of Human strengths. Thousand oaks, C a Sage.
7. Taylor S E (2006) Health Psychology 6th Edition. New Delhi : Tata M

PAPER – II: FOUNDATION OF BEHAVIOUR

(52 Hours)

UNIT-1 EMOTIONS:

(10 Hours)

- Meaning & Definition
- Classification of Emotions- Primary & Secondary
- Responses to Emotions- Physiological, Behavioral, Psychological & Cognitive.
- Theories of Emotions- Physiological, Neurological, Cognitive
- Emotional Intelligence – Meaning, Definition, Components. Application of Emotional Intelligence.

UNIT-2 MOTIVATION:

(10 Hours)

- Meaning, Definition, Basic Concepts.
- Instincts, Needs, Drives, Incentives, Motivational Cycle

- Approaches to the study of Motivation – Psychoanalytical, Ethological, S-R, Cognitive, Humanistic
- Biological Motives- Hunger, Thirst, Sleep & Social Motives – Achievement, Affiliation, Approval.

UNIT-3 INTELLIGENCE:

(12 Hours)

- Meaning, Definition of Intelligence, Characteristics of Intelligence
- Types- Social, Crystallized, Emotional, Fluid.
- Theories of Intelligence – Factor Theories, Hierarchical Theories, Process Oriented Theories, Information Processing Theories
- Educating Gifted Children
- Assessment of Intelligence - Indian tests for Intelligence. The Concept of Intelligent quotient.

UNIT- 4 THINKING & REASONING:

(10 Hours)

- Introduction to Cognition
- Introduction to Thinking & Problem Solving Process
- Elements of Thinking & Types of Thinking
- Creative & Critical Thinking – Meaning & Types
- Concept Formation – Meaning, Importance & process of Concept Formation
- Problem Solving – Meaning, Importance, Steps & Obstacles
- Reasoning & Decision Making

UNIT-5 PERSONALITY:

(10 Hours)

- Meaning, Definition,
- Theories of Personality – Type & Trait, Dynamic, Behavioral, Humanistic
- Assessment of Personality – Need, Rating Scales, Questionnaires, Projective Technique.

Text Books:

- Baron, R.A (2014). Psychology. (5 th Edition). Delhi : PHI Learning Pvt Ltd.
- Morgan, CT King, R.A, Weiss, J.R & Schopler, J. (2001) (7 th edition).
Introduction to Psychology. McGraw Hill Education (India) Pvt.
- Robert Feldman (2018) Understanding Psychology 14 th Edition. New York: Mc
Graw Hill Education

BA/BSc II Semester 2022-23

PRACTICALS 2: 4 hours per week.

Maximum Marks: 50

(Minimum 8 Practical to be conducted)

Emotions

- Emotional regulation scale
- Emotional Intelligence scale/questionnaire
- Oxford happiness scale
- Fear checklist
- Positive & Negative affect scale

Motivation

- Achievement Motivation
- The Motivation Assessment scale
- Power Motive Inventory/scale
- Academic achievement need scale
- Guidance need Inventory

Intelligence

- Standard Progressive Matrices
- WAIS (Weschler's Adult Intelligence scale)
- Draw a Man Test
- SFB (Seguin Form Board)
- General Mental Ability Test by Jalota

Thinking & Reasoning

- Stroop Effect
- Test of Creativity
- Cognitive Style Assessment
- Concept Formation
- Problem Solving Ability Test Based on Tower of London Test

Personality

- Eysenck's Personality inventory
- Children's Personality Questionnaire
- 16 PF Test Of Personality
- NEO Personality Inventory
- Myers Briggs Types Indicator

STATISTICS: Measures of Variance (Grouped & Ungrouped Done)

- Standard Deviation
- Range
- Quartile Deviation

OPEN ELECTIVE

YOUTH, GENDER & IDENTITY

UNIT-1 INTRODUCTION

(10 hours)

- Concepts of Youth: Transition to Adulthood, Extended Youth in the Indian Context.
- Concepts Of Gender: Sex, Gender
- Identity, Sexual Orientation, Gender Roles, Gender Role Attitude, Gender Stereotypes
- Concepts of Identity: Multiple Identities

UNIT-2 YOUTH & IDENTITY**(10 Hours)**

- Family: Parent – Youth Conflict, Sibling Relationships, Intergenerational Gap.
- Peer Group Identity: Friendship & Romantic relationships
- Work Place Identity& Relationships
- Youth Culture: Influence of Globalization on Youth Identity & Identity Crisis

UNIT-3 GENDER & IDENTITY**(10 Hours)**

- Issues of Sexuality in Youth
- Gender Discrimination
- Culture & Gender: Influence of Globalization on Gender Identity.

UNIT-4 ISSUES RELATED TO YOUTH, GENDER & IDENTITY (08 Hours)

- Youth, Gender & Violence.
- Enhancing Work –Life Balance
- Changing Roles & Women Empowerment
- Encouraging Non-Gender Stereotyped Attitudes in Youth.

UNIT-5 LAW & YOUTH**(07 Hours)**

- Juvenile Justice Act
- LGBT Rights In India
- UNICEF Programs For Youth

Reference

1. Berk, L.E. (2010). Child Development (9th Edition). New Delhi: Prentice Hall.
2. Baron, R.A., Byrne, D & Bhardwaj. G (2010). Social psychology (12th Edition) New Delhi: Pearson.
3. Elizabeth Herlock (2015) Developmental Psychology, McGraw-Hill

4. Nayana Joshi (2019) : Handbook Of Juvenile Justice, Lawmanns PublicationN

PAPER – III: CHILD DEVELOPMENT

(60 HOURS)

UNIT I - INTRODUCTION TO CHILD DEVELOPMENT

(12 hours)

- a) Historical views of childhood
- b) Theories of child development – Cognitive theories, Behavioral and social cognitive theories; Ecological model – Bronfenbrenner. Ethological model / perspective.
- c) Methods and Designs – Longitudinal, Cross – sectional, Sequential, Correlation. Modern methods of Child Development.
- d) Careers in Child development.
- e) Research Challenges in Child development.

Unit II – PRE-NATAL DEVELOPMENT

(12 hours)

- a) Conception - Stages in prenatal development - Germinal stage, Embryonic stage and Fetal stage.
- b) Prenatal Environmental Influences - Teratogens, Prescription and Nonprescription Drugs- illegal drugs, Tobacco, Alcohol, Radiation, Environmental Pollution, Maternal Disease and other Maternal Factors.
- c) Child birth – Stages of child birth
- d) New Born Assessment – APGAR scale, Brazelton Neonatal Behavioural Assessment Scale.
- e) Chromosomal and Gene linked abnormalities – Chromosomal abnormalities - Down Syndrome; Abnormalities of the sex chromosomes - Klinefelters, Fragile x, Turner's, XXX, XYY; Gene linked abnormalities - PKU, Sickle Cell Anaemia, Tay Sachs Disease.
- f) Genetic Counselling, Postpartum period : Physical, Emotional, Psychological and bonding

UNIT III - PHYSICAL, COGNITIVE AND LANGUAGE DEVELOPMENT

(13 hours)

- a) **MOTOR DEVELOPMENT:** Reflexes – Some new born reflexes; Sleeping, Crying. Motor development in infancy – meaning; sequence of motor development – Gross motor development; fine motor development.

b) PERCEPTUAL DEVELOPMENT - Touch, Taste and Smell, Hearing, Vision

c) COGNITIVE DEVELOPMENT - Piaget's theory of cognitive development. Vygotsky's Theory of cognitive Development- Zone of Proximal Development and Scaffolding.

d) LANGUAGE DEVELOPMENT – components of language development; Pre-linguistic development – receptivity to language, first speech sounds. Phonological development; Semantic development; Grammatical Development, Pragmatic development; Bilingualism.

UNIT IV - EMOTIONAL , SOCIAL AND MORAL DEVELOPMENT (12 hours)

a) EMOTIONAL DEVELOPMENT - Development of emotional expression- Basic Emotions, Self-Conscious Emotions, Emotional self-Regulation, Acquiring Emotional Display Rules, Understanding and Responding to Emotions of Others - Social Referencing, Empathy and Sympathy.

b) SOCIAL DEVELOPMENT - Social Orientation, Development of attachment, security of attachment. Cultural Influences. Development of Self Awareness and Understanding Self.

c) MORAL DEVELOPMENT - Kohlberg's theory of Moral development.

UNIT V - DISORDERS OF CHILDHOOD (11 hours)

ADHD, conduct disorder, oppositional defiance disorder, anxiety disorders of childhood, Childhood depression, symptom disorders (Enuresis, encopresis, sleep walking and tics) Pervasive developmental disorders (Autism).

References:

1. Carson, Butcher and Mineka, (2008) Abnormal Psychology. 13th edition, Pearson Education
2. John.W.Santrok (2014) - Child Development - 13th edition, Tata McGraw hill edition

3. Laura E. Berk (2013) - Child Development- 9th Edition, Eastern economy edition, PHI publication
4. Levine, L.E. & Munsch, J (2014) Child Development: An Active Learning Approach, 2nd Edition, Sage Publications. Inc

BA/BSc III Semester

PRACTICALS 3: 4 hours per week.

Maximum Marks: 50

(Minimum 8 Practical to be conducted)

- Cueing on Recall
- Processes in Concept Formation
- Children's Self Concept Scale
- Learning Styles Inventory
- Three Dimensional Parental Behaviour Inventory
- Vineland Social Maturity Scale
- Seguin Form Board
- Brigance School Readiness Scale
- Shyness Assessment Test / Rosenberg Self Esteem Scale
- General Health Questionnaire
- Loneliness Inventory
- Emotional Maturity Scale

STATISTICS

Correlation

- Spearman's Rank Difference Method
- Pearson's Product Moment

PSYCHOLOGY AND MENTAL HEALTH

Teaching Hours: 3 hours per week

(Total 30 hours)

Marks for Exam: 60 IA Marks: 40

Unit 1: INTRODUCTION

(7 hours)

- a. Meaning and definition of Mental Health, Fundamentals of Mental Health.
- b. Factors affecting mental health: Physiological factors, Psychological factors and Social factors,
- c. Ethical issues

Unit 2: INTERPERSONAL APPROACH TO MENTAL HEALTH

(8 hours)

- Interpersonal approaches to mental health: communication and conflict - nonviolence communication, the four horsemen of the apocalypse.
- Cognitive distortions - personalization, catastrophizing, polarised thinking, shoulds and musts, mental filtering, fallacies (control, change, and heaven's reward),
- A-B-C model

Unit 3: MENTAL HEALTH ISSUES

(7 hours)

- a. Stress / Burnout
- b. Anxiety, fear, worry, phobia, depression
- c. Grief and trauma

Unit 4: INTERVENTION AND MANAGEMENT

(8 hours)

- Need for mental health intervention and strategies
- Physiological approach, Cultural and Social Approach: Bronfenbrenner model, Intersectionality (Privilege v/s Oppression)
- Coping Mechanisms: Grounding techniques, mindfulness practices, positive emotional, psychological and social functioning (flourishing), self-care in mental health: A conceptual model.

References

- Augustus, J.o., Bold, Justine., Williams, B. An Introduction to Mental Health, Sage Publications Ltd
- Gurumani, G.D., Text Book of Mental Health and Hygiene
- Lucock, M., Gillard, S., Adams, K., Simons, L., White, R., & Edwards, C. (2011). Self - care in mental health services: a narrative review. Health & Social Care in the Community, 19 (6)
- Papalia., & C. D.E., Olds, S.W., & Feldman, R.D. (2004). Human Development. 9th Edition. New Delhi: Tata Mc-Graw Hill Publishing Company Ltd.
- Piotrowski, N.A. (2010). Psychology & Mental Health. Salem Press.
- Robert Feldman (2011) Essentials of Understanding Psychology 10th Edition

PAPER – IV: DEVELOPMENTAL PSYCHOLOGY

(60 HOURS)

UNIT I: PUBERTY & ADOLESCENCE

(12 hours)

- a) Puberty: Meaning and Characteristics.
- b) Adolescence: Physical Development – Adolescents' growth spurt, primary and secondary sexual characteristics, signs of sexual maturity.
- c) Physical and Mental Health – Physical Fitness, Sleep Needs, Nutrition and Eating disorders; Substance abuse – risk factors of drug abuse, gate way drugs – alcohol – marijuana and tobacco. Addiction to Social media and Virtual Gaming.
- d) Psychosocial Development: Search for Identity- Theories of Erikson and Marcia. Gender Differences and Ethnic Factors in Identity Formation. Relationship with family, peers and adult society. Adolescents in Trouble: Antisocial and Juvenile Delinquency (in brief)

UNIT II: EARLY ADULTHOOD

(12 hours)

Characteristics of early adulthood.

- a) Health and Physical Development: Health status, Genetic and Behavioral Influences on Health and Fitness.
- b) Cognitive development –Piaget's shift to post formal thought. Schaies' model. Emotional Intelligence.
- c) Psycho-social development: Models - Normative, Timing-of-events, Trait and Typological. Intimate Relationships. Marital and non-marital life styles - Single life, Marriage, co-habitation, LGBT issues.

UNIT III: MIDDLE ADULTHOOD

(14 hours)

Characteristics of Middle adulthood.

- a) Physical Development – physical changes – Sensory & Psychomotor Functioning, Sexuality & Reproductive Functioning- Menopause & its Meanings; Changes in male Sexuality.
- b) Cognitive development –The distinctiveness of adult cognition – the role of expertise, Integrative thought, practical problem solving, creativity. Occupational Patterns, Work v/s Early Retirement, Work and Cognitive Development, Mature Learner.
- c) Psycho-Social Development – Changes in Relationship at Midlife. Consensual Relationships: Marriage, Midlife divorce, LGBT issues, Friendships, Relationships with maturing children.
- d) Vocational Adjustments – Factors affecting vocational adjustment in Middle Adulthood, Vocational Hazards, Adjustment to approaching Retirement.

UNIT IV: LATE ADULTHOOD

(12 hours)

Characteristics of Late adulthood.

- a) Physical Changes: Sensory & Psychomotor Functioning – Vision, Hearing, Taste & Smell, Strength, Endurance, Balance & Reaction time.
- b) Cognitive Development: Intelligence and Processing Abilities. Competence in everyday tasks & problem solving.
- c) Psychosocial Development – Personal Relationships in Late life: Social Contact, Relationships & Health, Multigenerational Family. Consensual Relationships: Long-Term Marriage, Divorce and Remarriage, Widowhood, Single Life, Friendships. Non-marital kinship ties: Relationships with Adult children or their absence, Relationship with siblings. Becoming Great-Grandparents.

UNIT V -LATE ADULTHOOD (Old age)

(10 hours)

- a) Theories of ageing: programmed theories and damaged theories.
- b) Many faces of death: Care of the dying.
- c) Facing death & Loss: Psychological Issues-Confronting one's death; Patterns of grieving
- d) Death & Bereavement across the Lifespan.

e) Issues related to Death - Medical, Legal and Ethical

f) Finding Meaning & purpose in Life & Death

REFERENCES

1. Diane E Papalia, Sally Wendkos Olds, Ruth Duskin Feldman (2004) - Human development, 9th edition, Tata McGraw Hill Publication
2. Hurlock, E.B. (1981). Developmental PSYCHOLOGY: A life - span approach. Tata McGraw - Hill
3. John W Santrock (2011) - A topical Approach to Life Span Development, 3rd Edition, Tata Mcgraw- Hill Edition
4. Rathus, S.A. (2022) - Human Life Span Development, 5th Edition, (ENGAGA INDIA)

BA/BSc IV Semester

PRACTICALS4: 4 hours per week.

Maximum Marks: 50

(Minimum 8 Practical to be conducted)

1. College Student Problem Checklist
2. Life Satisfaction Scale
3. Family Environment Scale
4. Study Habits Inventory
5. Social Intelligence Scale
6. Personal Value Questionnaire
7. Battle Ground Mobiles India - Addiction Test / Rathu's Assertiveness Scale
8. Self-Regulation Questionnaire
9. Social Adjustment scale for aged
10. Screening Mental Health Status (MINI MSE)
11. Comprehensive Interest Schedule
12. Social Network Addiction Scale

STATISTICS

Tests of Difference Independent Sample test Paired Sample test

➤ 't' test

PSYCHOLOGY AT WORK

Teaching Hours: 3 hours per week

(Total 30 hours)

Marks for Exam: 60 IA Marks : 40

UNIT 1: INDUSTRIAL - ORGANIZATIONAL PSYCHOLOGY (06 HOURS)

- a) Nature and Meaning. Goals, Forces. Role of a psychologist in Industries and Organization.
- b) Challenges at workplace: Stress, Burnout, Absenteeism, Work environment, Alcoholism, Substance abuse, Conflicts.

UNIT 2: PERFORMANCE APPRAISAL (09 HOURS)

Definitions and Need for Performance Appraisal.

Methods: a) Objective Performance Appraisal - Output measures, Computerized performance monitoring, Job related personal data, Essay methods, Critical incident method and Checklist method.

b) Judgmental Performance Appraisal - Merit rating techniques, Behaviour Anchored Rating Scale and Behaviour Observation Scale.

c) Management by objectives (MBO) and 360* Feedback.

Bias in Performance Appraisal and Methods to Improve Performance Appraisal.

UNIT 3: LEADERSHIP (08 Hours)

a) Definition and Nature of leadership. Traits and skills of effective leader. Styles of Leadership - Authoritarian, Democratic, Transactional and Transformational leaders.

b) Communication: Meaning and Importance. Communication Styles. Verbal and Nonverbal communications. Flow of communication. Barriers of communication. Strategies of effective communication.

UNIT 4: STRESS AND WORK MOTIVATION

(07 Hours)

- a) Stress: Meaning, definition and types of stress. Stress Management Techniques: Physical Activity, Sport and Exercise, Yoga, Meditation, Relaxation Techniques, Wellness Programmes.
- b) Meaning of work motivation. Types-Financial and Non-Financial motives. Goal setting. Theories of Motivation -Maslow's theory, Herzberg's theory and Alderfer's E- R-G model

Reference

1. Girishbala Mohanty (2001) - Industrial Psychology and Organizational Behavior, Kalyani Publishers, Ludhiana.
2. John W. Newstrom (2007) - Organizational Behaviour- Human Behaviour at work- 12th Edi. Tata McGraw-Hill Publishing Co. Ltd. ND
3. Schultz D.P & Schultz E.S. (2006) - Psychology and Work Today. An Introduction to Industrial and Organizational Psychology. 8th Edi. Pearson Education, Inc and Dorling Kinderssley Publishing Inc.