

SEMESTER- II

Course Title – Industrial Psychology	
Type : Major Mandatory	Course Credit : 4
Marks: Semester End : 50, Internal Assessment : 50, Total Marks : 100	

Description: Industrial psychology is the branch of psychology that applies psychological theories and principles to organizations. Often referred to as I-O psychology, this subject focuses on increasing workplace productivity and related issues such as the physical and mental wellbeing of employees. Industrial psychology covers two major aspects: First – studying individual at a micro level i.e. focus on hiring, training and development, assessing employee performance, and legal issues associated with those issues. Second - The organizational side of psychology is more focused on understanding how organizations affect individual behaviour.

Organizational structures, social norms, management styles, and role expectations are all factors that can influence how people behave within an organization. It seeks to understand how individuals behave, think, and feel in organizational settings and how these processes impact job performance and satisfaction. Counselling is important part of this subject and if it applied properly, it can improve the well-being and effectiveness of both employees and organizations.

Overall IO as a subject covers every aspect of managing people and their interactions within the workplace. The main areas include: Job Analysis & Employee Selection; Employee Training & Development; Employee Satisfaction & Work Life; Motivation at Work & Counselling; Stress Management; Performance Management

Learning Objectives:

1. Industrial Psychology as a subject will prepare the students to understand human behaviour i.e. how we function in a work environment and how to improvise that functionality for job performance and satisfaction.
2. To gain knowledge and clarity on essential concepts of human psychology and how it influences an individual's over all behaviour in life.
3. To make students understand, the statistical processes of psychology.
4. To guide students to use counselling method to improve the well-being and effectiveness of both employees and organizations.

Learning Outcome:

1. Students will develop an advanced understanding of quantitative analysis, psychometrics, and psychology of diversity, personality, perception, talent development, and workplace wellbeing.
2. The students will be equipped to use scientific methods to study issues in the Organizations, such as personnel selection, training and development, performance appraisal, job satisfaction.
3. The students can do the practical counselling of individuals to analyse the factors that affect their workplace productivity, including the design of work environments.
4. It will gain deeper understanding of concept of EQ (Emotional Quotient) for students so that they can manage uncertain situations effectively.

The Science of Psychology

History of Psychology; Psychology in India - Background & Philosophical Origins; Field of Psychology Today.

Cognitive Psychology

Information Processing; Intelligence and Creativity; Language; Problem Solving.

Stages of Human Development Psychology

Prenatal, Infancy and Early Childhood; Development During Early School Years; Development During Adolescence; Adulthood and Aging; Cognitive, Social, Emotional & Moral Development.

Human Personality and perception

Personality: Theories & Assessment; Theories of Personality I; Theories of Personality II; Assessment of Personality. Perception in Organisations - Definition of Perception, why it is important? Perceptual Process Model, Perceptual Errors - Primacy Effect, Recency Effect, Halo Effect, Projection Bias.

Advanced Social Psychology

Introduction to Social Psychology; Process of Social Influence; Attitude, Stereotypes, Prejudice and Discrimination; Group Dynamics.

Research & Statistics in Psychology

Research in Psychology, Introduction to Research Methods in Psychology; Types of Research; Research Design; Qualitative Research in Psychology.

Statistics in Psychology

Introduction to Statistics; Correlation and Regression; Normal Distribution; Nonparametric Statistics.

Industrial Psychology (Introduction to Industrial Psychology)

Fundamentals of IO Psychology; Methods in IO.

Industrial Psychology

Individual Differences & Assessment; Job Analysis and Performance; Performance Measurement; Staffing Decisions; Training and Development; Work Life Quality.

Organisational Psychology

Fundamentals of organisation Psychology; Methods in organization psychology.

Organization Psychology

The Organisation of Work Behavior; Employee Motivation; Attitudes, Emotions & Work; Stress & Worker Well- Being; Fairness, Justice & Diversity in the work place.

Emotional Quotient:

Emotional Quotient: Based on Emotional Intelligence (EQ:)Meaning and importance of Emotional Intelligence; Goleman's EQ Theory; 4 core competencies of Emotional Intelligence; Self-awareness; Self-management; Social awareness; Relationship management.; Ways to improve Emotional Intelligence.

Counselling Psychology

Introduction to Counselling & Characteristics of Counselor; Process of Counselling; Theoretical

Approaches of Counselling; Ethic in Counselling.

Assessment in Counselling & Guidance

Introduction to Assessments - Differentiating between Testing & Assessment; Approaches to Counselling – Psychoanalysis, Psychodynamic & Cognitive Approaches; Individual & Group Techniques in Counselling.

Interventions in Counselling

Introduction to Behaviour Modification; Cognitive Behaviour Modification; Solution Focused & Integrated Counselling; Future Direction of Counselling;

References :

Author	Title	Publication
Saundra K. Ciccarelli & J Noland White	Psychology	Pearson Education Inc
Hunt, R. R., & Ellis, H.C.	Fundamentals of Cognitive Psychology	Tata McGraw Hill.
Sternberg, R.J.	Applied Cognitive Psychology	London: Cengage
Hurlock, Elizabeth B.	Developmental Psychology: A Life-Span Approach	Mc Graw Hill
Hurlock, E. B.	Developmental Psychology	Tata McGraw- Hill
Aronson, E., Wilson, T. D., & Sommers S.R. & Veena T.	Social Psychology (10 th Ed)	Pearson
Wendy A. Schweigent	Research Methods in Psychology - A Handbook	Med Tec
Samuel T. Gladding	Counselling: A Comprehensive Profession (old Edition)	Pearso Education.