ST. JOSEPH’S COLLEGE FOR WOMEN (AUTONOMOUS), VISAKHAPATNAM

V SEMESTER **PSYCHOLOGY** Time: Hrs/Week

PSY-E2-5603 (4) **INDUSTRIAL AND PERSONAL PSYCHOLOGY**  Max.Marks:100

w.e.f 2022 -23 (“20AH”) **SYLLABUS**

1. Aim and objectives of Course (Title of the course):

The course consists of five units. Hours allotted may be 4 theory and 2 practical hours per week. Industrial and Personnel Psychology is a theoretical course designed to provide a knowledge of how an organization works. It includes the study of various foundations of industrial Psychology, personnel selection, job satisfaction and work motivation.

1. Learning outcomes of Course (in consonance with the Bloom’s Taxonomy):

The course consists of five units. Hours allotted may be 4 theory and 2 practical hours per week.

* 1. To understand the psychological, social and economic contribution in developing industrial psychology
  2. To comprehend the personal psychology and selection, interviews and evaluation.

1. Detailed Syllabus: Five units (i.e., each unit having 12 hours of class work)

## UNIT-I: INDUSTRIAL PSYCHOLOGY:

Definition, Goals of industrial psychology, economic basic of industrial psychology, Social Foundations of industrial psychology, the psychological foundation industrial psychology, the classical Howthron’s studies

## UNIT-II: PERSONNEL SELECTION:

Purpose personnel test in industry- kinds of personnel test – Training methods job analysis – Job families, Application black

## UNIT-III: ORGANIZATIONAL PSYCHOLOGY:

Meaning definition of organizational psychology, models of organization – how is an organization created – utilizing and managing human resources- organizational effectiveness – survival and growth.

## UNIT-IV WORK MOTIVATION: DEIFICATION

– process of motivation, Types of motivation, Motivation at work – theories of motivation a. Maslow’s, Herzberg, Vroom, X Y theories

## UNIT-V: JOB SATISFACTION:

Job –attitudes – Factors related to job satisfaction importance of job satisfaction –consequences of job satisfaction – measuring job satisfaction.

## Practicum: Marks-50

**Scale**

1. Least Preferred Co-worker (LPC)
2. Job Description Index,
3. Dexterity tests ,
4. Organizational Climate Scale & Achievement motivation.

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## References:

* 1. Industrial psychology, “H.L. Kaila, AITBS Publishers, india. J-5/6, Krishan Nagar, New Delhi. Fist ed., 2011.”
  2. Industrial organizational Psychology “Dr. K. Chandraiah, Student helpline”PublishingHouse(p) Lted., Hyderabad. First ed., 2012.
  3. Industrial psychology, AshishPandeyAtul Kr. Sharma, Global Academic publishers & Distributors, F-8, New Delhi. “first ed., 2012.
  4. Organizational psychology, Edgar H. Schein, Prentice Hall of India, Private Limited, New Delhi. 3rd ed., 1983

**Recommended Co-curricular activities: (**Co-curricular Activities should not promote copying from text book or from others’ work and shall encourage self/independent and group learning)

* + 1. Measurable:
       1. Assignments on:
       2. Student seminars (Individual presentation of papers) on topics relating to:
       3. Quiz Programmes on:
       4. Individual Field Studies/projects:
       5. Group discussion on:
       6. Group/Team Projects on:
    2. General
       1. Collection of news reports and maintaining a record of paper-cuttings relating to topics covered in syllabus
       2. Group Discussions on:
       3. Watching TV discussions and preparing summary points recording personal observations etc., under guidance from the Lecturers
       4. Any similar activities with imaginative thinking.

Recommended Continuous Assessment methods:

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