

# Specialization Courses (Industrial and Organizational Psychology)

## Course Title: Industrial and Work Psychology

**Course Category: PS650**

**Schedule of Offering: 3rd Semester**

**Course Credit Structure: 4 Credits**

**Lecture: 4 Hours per week**

**Contact Hours per week: 4 Hours per week**

**Course Instructor: TBA**

### 1.Introduction:

This paper is aimed at providing the learners an overview of I/O Psychology by describing the various individual, group, and organizational issues at work. This paper also intends at enhancing the understanding of the learner about the world of work and related concerns. The areas covered in the paper include employee selection, placement, training, performance appraisal, motivation and leadership. The paper also intends to give an understanding about attitudes, satisfaction, personality, values and the reactions of employees and employers in an organization. Students also study about the issues related to people in organization and the workplace.

### 2.Course Objectives :

1. Demonstrate fundamental knowledge about definition, need and scope of Industrial Psychology
2. To be aware about the brief history and various related fields of Industrial Psychology
3. To understand the application of psychological knowledge in various industrial set ups. .

### 3.Pre-requisites:

Registration as student in M. Sc. Applied Psychology program.

### 4.References:

Aamodt, M. G. (1996). *Applied Industrial/Organizational Psychology* (2<sup>nd</sup> Ed.). Pacific Grove:

Brooks/Cole Publishing Co.

Blum and Naylor (2014) *Industrial Psychology: Its theoretical and Social Foundations*. New

Delhi: CPC Publishers.

Levy, P., E. (2017) *Industrial/organizational Psychology: Understanding the Workplace*. New York: Macmillan Learning.

Schultz, D.P. and Schultz E.S., '*Psychology And Work Today*', 6<sup>th</sup> Edition, New York:Mac Milan Publishing Co.

Spector P. E., (1996) *Industrial and Organizational Psychology: Research and Practice*. New York: John Wiley & Sons.

## **5.Module-wise topics**

### **Module 1: Introduction to Industrial and Work Psychology (10 sessions)**

#### **Topics:**

- Definition of Industrial and work Psychology
- Goals of Industrial and work Psychology,
- Fundamental concepts of Industrial and Psychology
- History of Industrial and Psychology
- Scientific Management, Hawthorne studies and Human Relations Management
- Key forces of Industrial and work Psychology
- Job of an Industrial Psychologist

#### **Readings:**

Newstrom, J.W. & Davis, K., (1998).*Organizational Behaviour- Human Behaviour At Work*,

New Delhi: Tata McGraw-Hill

Schultz, D.P. and Schultz E.S., '*Psychology And Work Today*', 6<sup>th</sup> Edition, New York:Mac Milan Publishing Co.

Blum and Naylor (2014) *Industrial Psychology: Its theoretical and Social Foundations*. New Delhi: CPC Publishers.

Olexiy Ya Chebykin, Gregory Bedny, Waldemar Karwowsk (2008) *Ergonomics and Psychology: Developments in Theory and Practice*: New York; CRC Press- Taylor and Francis.

### **Module 2: Individual in work place (10 sessions)**

#### **Topics:**

- Motivation and job satisfaction
- Organizational learning and Organizational behavior Modification
- Organizational Culture

- Leadership and group dynamics

**Readings:**

Blum and Naylor (2014) Industrial Psychology: Its theoretical and Social Foundations. New Delhi: CPC Publishers.

Levy, P., E. (2017) Industrial/organizational Psychology: Understanding the Workplace. New York: Macmillan Learning.

**Module 3: Application of Psychology in Job analysis, Selection and Recruitment (10 sessions)**

**Topics:**

Job analysis, approaches to job analysis

Application of Psychology in defining job description and Specification.

Job analytical methods

Application of Job analysis.

Job evaluation

Recruitment process and Selection Decision

**Readings:**

Blum and Naylor (2014) Industrial Psychology: Its theoretical and Social Foundations. New Delhi: CPC Publishers.

Levy, P., E. (2017) Industrial/organizational Psychology: Understanding the Workplace. New York: Macmillan Learning.

**Module 4: Application of Psychology in Developing and Maintaining Human Resource (10 sessions)**

**Topics:**

- Application of Psychology in training and development-
- Assessment of training needs
- Training design
- Delivery of training
- Evaluation of training
- Applying Psychology in Performance Appraisal
- Motivating employees and Managing satisfaction

**Readings:**

Blum and Naylor (2014) Industrial Psychology: Its theoretical and Social Foundations. New Delhi: CPC Publishers.

Levy, P., E. (2017) Industrial/organizational Psychology: Understanding the Workplace. New York: Macmillan Learning.

## **Module 5: Work environment and Engineering Psychology (10 sessions)**

### **Topics:**

- Work Psychology and Ergonomics
- Designing and testing of work stations according to psychological principles.
- Managing Boredom, Fatigue and Monotony
- Industrial accidents and managing safety

### **Readings:**

Olexiy Ya Chebykin, Gregory Bedny, Waldemar Karwowski (2008) Ergonomics and Psychology: Developments in Theory and Practice: New York; CRC Press- Taylor and Francis.

## **Module 6: Managing Stress and Enhancing Wellbeing- Role of Industrial Psychology (10 hrs)**

### **Topics:**

- Stress and Strains
- Environmental Determinants of Well-Being
- Mental health and work place
- Managing Work–Family Conflict
- Managing Productive Interpersonal Relationships in Workplace.
- Indian Insights to manage stress and wellbeing.

### **Readings:**

Levy, P., E. (2017) Industrial/organizational Psychology: Understanding the Workplace. New York: Macmillan Learning.

## **6.Pedagogy**

Teaching methods are expected to encourage proactive involvement of students and high level of participation, thus, shall involve interactive lectures (40%), independent learning (40%), and cooperative learning (20%). The interactive learning component will consist of lecture sessions, classroom exercises, and discussions. The independent learning component, on the other hand, shall include such exercises as independent reading and doing individual assignments in the form of behavioural assessments, behavioural intervention plan development, etc. Finally, the cooperative learning component involves doing assignments in groups.

It is envisaged that students will be guided to read, think, solve problems and actively participate in the learning process. This shall be attained through a mix of teaching methods, such as, lectures, projects, assignments, case studies, individual and group presentations, discussion, and fieldwork.

## 7.Evaluation Pattern

Both formative (periodic assignments and projects) and summative (mid semester and final examinations) evaluation will be used.

The breakdown of the evaluation shall be as follows.

Class Participation and Attendance .....	5%
Term Paper .....	10%
Individual Assignment (including Presentations) .....	10%
Group Assignments (including Presentation) .....	5%
Mid semester Examination .....	20%
Final Examination .....	50%