

Paper 104 Advanced Industrial Psychology

1. Main Objective

- To acquaint the students with some kind of organization and human behaviour at Industrial organizational setting.
- This course shows students how psychology will help them in their careers.

2. The Scheme of question paper:

1. The paper will consist four units:
2. Each Unit Should be given equal weightage in examination
3. Total Marks are 100.
70: External Examination
30: Internal evaluation
(Duration of examination: 3 hours)

Unit – 1 Principles, Practices and Problems and Techniques, Tools and Tactics

A Brief history of Industrial and organizational psychology
Definition of Industrial Psychology
The Future of Ind. Psychology
Becoming an Industrial and organization psychologist.
Working as an Industrial and organizational psychologist
Problems and Areas of Industrial and Organizational Psychology
Why study research Methods?
Requirements of Psychological research.
Limitation of Industrial Psychology research
The experimental Method.
Naturalistic observation
Survey research

Unit -2 Employee selection

Organizational Entry
The Recruitment Process
An overview of the selection process
Job Analysis
Biographical Information
Standard Application
Weighted Application
Biographical Inventories
References and letters of recommendation
Other selection techniques.

Unit – 3 Psychological Testing

Introduction: What is psychological Test?
Characteristics of psychological Test
Types of Psychological Test
Tests of knowledge, skills and abilities
Limitations of Psychological Testing Programme

Unit – 4 Training and Development

The scope of organizational training.
Objective of training programs
Psychological factors in learning.
Training methods in the workplace.
Career development and planning.
Evaluating Training and Development Programs

BOOKS

1. Duane P. Schultz (1994) ‘ Psychology & Work Today ’ , Prentice Hall, A Simon & Schoster Co. Upper Saddle River, New Jersey, 7458
2. E.J. McCormick & D.K. II gen (1987) ‘Industrial Psychology’ 6Th ED. Prentice
3. Hall, New Delhi.