

# Paper 204 Ergonomics and 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 Leadership

Changing views of leadership  
Approaches to the study of leadership  
Theories to leadership  
Leadership styles  
The role of power  
Leadership characteristics  
Pressures and problems of leadership  
Women in Management

### Unit – 2 Motivation, Job Satisfaction:

Introduction

- Theories of Motivation
  - Achievement Motivation theory
  - Needs Hierarchy theory
  - ERG theory
  - Motivator-Hygiene (two-factor) theory
  - Goal-setting theory
- Job satisfaction: A measure of the quality of working life
- Pay as a source of motivation and satisfaction
- Job Involvement
- Organization commitment

### Unit – 3 Stress in the work place

The nature of stress

- Individual differences in reactions to stress
- Work- family conflicts
- Causes of stress in the workplace
- Effects of stress in the workplace
- Treating stress in the workplace
  - Organizational Techniques
  - Individual Techniques

## **Unit – 4 Consumer Psychology**

- Introduction, Scope of consumer psychology
- Research Methods in consumer psychology
- Observations of consumer behaviour
- Television programming research
  - The seller
  - The consumer

### **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. Ilgen (1987) ‘ Industrial Psychology’ 6<sup>th</sup> Ed. Prentice Hall, New Delhi.