PAPER-IX: INDUSTRIAL PSYCHOLOGY (Optional)

Main Objectives:

The course aim of familiarizing the students with the various aspects of nature of work in modern society.

The Scheme of the Question Paper

- The paper will be consisting of five units.
- There will be two chapters in each unit.
- Every chapter in the unit should be given equal weightage in the examination.

Marking Scheme

- Total Marks: 100 70 Marks for External Examination 30 Marks for Internal Assessment
- Duration of Examination: 03Hours
- Each unit carry equal marks in the question paper
- Each chapter in the unit should have equal weightage of marks

The paper will consist of following five units:

Units	Name of Topic	Marks of
		Unit
Unit: 1	Principle, Practice and Problems and Research Methods	14
Unit: 2	Employee selection and Training and Development	14
Unit: 3	Motivation, Job Satisfaction and Job Involvement and Performance	14
	Appraisal	
Unit: 4	Working Condition and Safety, Violence and Health in Workplace	14
Unit: 5	Stress in work place and Treating stress in the workplace	14
Total Marks		70

Unit I:

Chapter: 1 Principle, Practice and Problems

- The scope and historical development of industrial organization and psychology
- Challenges for industrial organizational psychology
- Industrial organization as a career : Training and Employment
- Problems of industrial organizational psychology
- Area of industrial organizational psychology

Chapter: 2 Research Methods

- Why study Research Methods?
- Methods of Psychological Research
- The experimental methods
- Selecting research participants
- The naturalistic observation method
- Surveys and opinion polls

Unit: II

Chapter: 3 Employee selection

- The recruitment process
- A review of the selection process
- Fair employment practices
- Job analysis

Chapter :4 Training and Development

- The scope of organizational training programme
- The goals of organizational training programme
- Staffing of organizational training programme
- Training methods

- Career development and planning
- Evaluation organizational training programme

Unit: III

Chapter: 5 Motivation, Job Satisfaction and Job Involvement

- Content theory of motivation
- Process theory of motivation
- Job satisfaction: the quality of life at work
- Job satisfaction and on the job behavior
- Job involvement and organizational commitment

Chapter: 6 Performance Appraisal

- Performance Appraisal: why do it?
- Objective performance appraisal methods
- Judgmental performance appraisal methods
- Performance appraisal for managers
- Bias in performance appraisal

Unit: IV

Chapter: 7 Working Condition

- Physical working condition
- Work schedules
- Psychological and social issues

Chapter: 8 Safety, Violence and Health in Workplace

- Accidents
- Violence in the workplace
- Alcoholism in the workplace
- Drug use in the work place
- Computers and physical health issues

Unit: V

Chapter: 9 Stress in work place

- Stress
- Psychological effects of stress
- Individual differences in stress responses
- Work- family conflicts
- Causes of stress in the workplace
- Effects of stress in the work place

Chapter: 10 Treating stress in the workplace

- Engineering psychology
- History and scope of psychology
- Time and motion study
- Person-machine- system
- Workplace design
- Computers
- Industrial robots

REFERENCE BOOK

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- 2. Tiffin J. and Mc. Covmic, E.J. (1971) Industrial Psychology, New Delhi: Prentice Hall India
- 3. Luthans, Fred (1987) Organizational behaviour, Mc Graw- Hill Serves, International Student Edition. Times Printer- Singapore.
- 4. Von Haller Gitmber (1971): Industrial and Organizational Psychology. New York, McGraw Hill
- 5. Anastasi A. (1979): Fields of Application Psychology. McGraw Hill, Kogakusha Ltd. Tokyo.