

# Industrial Psychology

## Course Objectives

The goal of this course is to understand how the business can be designed so that both efficiency and quality of employee life can be improved. The course will give the students insight into the psychological factors of employee which will direct and indirect impact on their work life.

## Syllabus

Basic Psychological factors-individual differences-perceptions-learning-motivation; Job satisfaction. Emotions- emotional intelligent- individual behavior within the group and outside the group

## Expected Outcome

On successful completion of this one should be able to understand how and why a person behaves in certain ways according to the situation

## References

1. Davis K. & Newstrom J.W., Human Behaviour at work , McGraw Hill International
2. Schermerhorn J.R.Jr., Hunt J.G & Osborn R.N., Managing Organizational Behaviour, John Wiley
3. Luthans, Organizational Behaviour, McGraw Hill, International
4. Morgan C.T., King R.A., John Rweisz & John Schoples, Introduction to Psychology, McHraw Hill.
5. Blum M.L. Naylor J.C., Harper & Row, Industrial Psychology, CBS Publisher

## COURSE PLAN

I Psychology as a science area of applications – study of individual- individual differences-study of behavior- stimulus response behavior heredity and environment human mind attitude- personality

II Basic Psychological aspects- Perceptions- Factors influencing perceptions- perceptual processes; implications of perceptions on organizational Behavior; Learning – learning theories- components of learning- determinants of learning- principles of reinforcement and Motivation- Types of motivation- Theories of motivation-Requirements of sound motivation- methods of motivating people in organization; job satisfaction and working environment and work design

## First Internal exam

III Emotions- dimensions of emotions; Theories of emotions- James-Lange theory, Cannon-Bard theory, Schachter- Singer theory, Opponent-Process Theory; Emotional intelligent; Domains of emotional intelligent; emotional intelligence Vs Intelligent quotient

IV Individual and Group-group and inter group dynamics; managing group in organization- intra- group behavior and inter group behavior; self change- resistance to change- nature of change-transactional analysis

Second Internal Exam

V Mentoring, Mentor, Role of Mentor- Mentoring inside the organization. Counseling-Importance of counseling-role of counsellor-Clinical counselor

Final Exam