



**FIRST SEMESTER 2016-17**  
**Course Handout**

**Course No.: HSS F323**

**Course title: Organizational Psychology**

**Instructor-in- charge: Dr. Rajneesh Choubisa**

**Scope and objective of the course:** To develop a conceptual framework for understanding organizations and its various functions from a psychological viewpoint. The course would help students understand the behavior of humans at different levels of hierarchy in an organization and relevant issues and processes imbuing them.

**Course Description:** This course is floated to provide a brief understanding as to how humans behave the way they do in an organization. This will be a highly informative course for people who want to understand the psychology of organizations and want to gain an in-depth understanding of the management functions of an organization at a micro level.

**Text Book:**

**T1.** Jex, S.M. (2006). *Organizational Psychology- A Scientist Practitioner Approach*. Wiley Student Edition. (eBook Available)

**Reference Books:**

**R1.** Matthewman, L., Rose, A., & Hetherington, A. (2009). *Work Psychology*. Oxford University Press.

**R2.** Dolan, S.L., & Lingham, T. (2008). *Fundamentals of International Organizational Behavior*. Sara Books Pvt. Limited, New Delhi.

**R3.** Robbins, S.P., Judge, T.A., & Vohra, N. (2012) (14<sup>th</sup> Edition). *Organizational Behavior*. Pearson.

**R4.** Donaldson, S. I., Csikszentmihalyi, M., & Nakamura. J. (2010). *Applied Positive Psychology: Improving Everyday Life, Health, Schools, Work and Society*. Routledge.

**Course Plan: [Classes on M,W,F at 5<sup>th</sup> Hour (1200 Hrs to 1300 Hrs) in Room no:6163]**

S. No.	Title of the Chapter	Learning Objectives	Reference in Text
1.	Organizational/Work Psychology : Introduction	Historical development of the field and its similarities and differences with its close ally OB.	T1: Chapter 1 R1: Chapter 1
2	Research Methods &	Understanding as to how knowledge in any field is	T1: Chapter 2





	Statistics	generated, testified and validated.	R1: Chapter 2
3.	Attraction & Socialization (Individual Behavior & Dynamics)	To comprehend what, how and why individuals are attracted and adjusted in the institutions. How individual differences and attitude contribute to their adjustments at large.	T1: Chapter 3 R1: Chapter 3 & 4
4.	Productive & Counterproductive Behaviors in Organizations	To gain knowledge into the behavioral processes that leads to the enhancement and increased productivity in any organization.	T1: Chapter 4 & 6 R1: Chapter 4
5.	Motivation, Job Satisfaction & Organizational Commitment	This chapter will help understand various theories as to how people are motivated, when they feel satisfied with their work and under what conditions they commit themselves and dedicate themselves to the organization	T1: Chapter 5 & 8 R1: Chapter 5 R3: Chapter 7 & 8
6.	Leadership & Influence Process	To understand the typology of leadership, theoretical development of the concepts and gain understanding as to how some people move up a hierarchical ladder while some lag behind.	T1: Chapter 10 R3: Chapter 12 R1: Chapter 8
7.	Groups at Work (Group Behavior & Dynamics)	To understand what happens when several individuals come together to form either a group or team. What sort of goals they pursue, How it helps and likewise.	T1: Chapter 11 R1: Chapter 6 & 7 R2: Chapter 4 R3: Chapter 9 & 10
8.	Group Effectiveness & Intergroup Behavior	This chapter will deal with the channels of communication between individuals and groups per se and will deal with the conflicting situations and decision related abnormalities.	T1: Chapter 12 & 13 R3: Chapter 11 & 13
9.	Occupational Stress & Enhancing Well-Being at Work	This chapter will make the learner understand the various sources of stress and will devise ways to overcome stress and maintain well-being.	T1: Chapter 7 R2: Chapter 9
10.	Organizational Theories: Systems, Structures & Processes (Organizational Behavior)	This chapter will take the behavior at the next level where groups are integrated to constitute an organization and the classical and modern theories related to its formation.	T1: Chapter 14 R3: Chapter 6&7 (Luthans; 1973)
11.	Organizational Change & Development	What happens to the organizations and its constituents' when there is an evolution and change in the workforce and technology? How do they adapt to	T1: Chapter 16





		modernization?	R1:Chapter 10 R3: Chapter 17
12.	Emerging Trends in Organizational Psychology (Positive Organizational Psychology)	Information regarding the evolution and current developments in the field of Organizational Psychology. To Provide more recent understanding about the progress and development in the field.	R4: Chapter 9 (pp. 137-155)

### Evaluation Scheme:

S. No	Evaluation Component	Weightage (%)	Date, Time & Venue	Nature of Component
1	Mid Semester Test	30	3/10 10:00 - 11:30 AM	CB/OB*
2	Surprise Tests/Group Discussion/Assignment/Research Oriented Project	30	30/10/2016 (Deadline)	OB/CB*
3	Comprehensive Exam.	40	1/12 FN	CB/OB*

\* OB-Open Book; CB-Closed Book

- Journals to consult: APA Journals, (Proquest, Science Direct, Wiley and Sage Journals).

**Chamber Consultation Hours:** To be announced in the class.

**Instructor-in- charge**

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