



FIRST SEMESTER 2015-16

Course Handout

In addition to part I (General Handout for all courses appended to the timetable) this portion gives specific details regarding the course.

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) (14th 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 5th Hour in Room no:6152]

| S. No. | Title of the Chapter | Learning Objectives | Reference in Text |
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| 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 |





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| 2 | Research Methods & Statistics | Understanding as to how knowledge in any field is generated, testified and validated. | T1: Chapter 2 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) |





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| 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 modernization? | T1: Chapter 16 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 | 5/10 8:00 - 9:30 AM | CB |
| 2 | Surprise Tests/Group Discussion/Assignment/Research Oriented Project | 30 | 30/10/2015 (Deadline) | 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: Students can come freely anytime (preferably 1700-1900 hrs.) during working hours on weekdays.

Instructor-in- charge

HSS F323

