

PSY 201: Basic Psychology

Credits Hours: 3

Lecture Hours: 48

***Course Objective:** To enable the students to understand basic processes and structures underlying human behavior as a basis for managing people in an organizational setting.*

***Course Description:** This course contain introduction, perception, social thought and behavior, motivation and emotion, learning, memory and forgetting, thinking and problem solving, human intelligence, personality.*

Course Details:

Unit 1: Introduction

LH 6

Understanding Psychology – concepts, goals of psychology, major perspectives in psychology (behavioral, cognitive, biological, evolutionary, developmental, psychodynamics, and social and cultural). Psychology 2000 – trends for new millennium. Applications of psychology in everyday life.

Research methods in Psychology

- i. Observation – naturalistic observation, case studies, survey*
- ii. Correlation method*
- iii. Experimental method*

Unit 2: Perception, Social Thought and Behavior LH6

Concepts, factors influencing perception. Perceptual organization. Constancies and Illusions;

Person perception – *Concept, Kelly's attribution theory, Impression Formation; Perceptual error and biases*

Social behavior

i. Persuasion ii. attitudes iii. prejudices and techniques to reduce it

Social influences

*i. conformity ii. compliance iii. obedience
(Milgram's experiment)*

Unit 3: Motivation and Emotion

LH 6

Motivation - concept, motivational cycle, types of motives – primary and secondary. Motivational theories – drive theory, arousal theory, expectancy theory, goal-setting theory, and equity theory.

Emotion – concept, types of emotions, external constraints on emotion – organizational influences and cultural influences. Gender and emotion. Emotional labor – felt emotion vs. displayed emotion.

Organization behavior applications of emotion – ability and selection, decision-making, creativity, interpersonal conflict, deviant workplace behaviors, Implications of emotion for managers.

Concept and Importance

Models of learning-behavioral models (classical and operant conditioning), cognitive model (social/observational learning).

Application of learning theories

- i. Shaping behavior - positive reinforcement, negative reinforcement, and punishment*
- ii. Schedule of reinforcement*
- iii. Behavior modification*

Unit 5: Memory and Forgetting

LH 7

Memory – concept, memory process (encoding, storage, retrieval)

Memory system – sensory memory, short-term memory, long-term memory (Atkinson and Shiffrin model)

Contemporary approaches to memory – working memory, long-term memory modules: declarative memory (semantic memory and episodic memory,) and procedural memory,

Improving memory

Forgetting – concept, causes of forgetting – i. decay
ii. inhibition (proactive and retroactive) iii. memory dysfunctions – Alzheimer's disease, amnesia – retrograde amnesia and anterograde amnesia.

Thinking :

concept, elements of thought – mental images and concepts

Creativity:

concept, stages of creative thinking

Reasoning:

algorithms and heuristics

Problem solving:

concept, stages in problem solving, methods of problem solving, factors affecting problem solving - functional fixedness and mental set

Decision-making:

Concept, common biases and errors in problem solving – i. over- confidence ii. anchoring bias iii. availability bias iv. confirmation bias, v.

*representative bias vi. escalation of commitment vii.
hindsight bias.*

Unit 7: Human Intelligence

LH 6

Intelligence:

Concept, major approaches of intelligence - Two-factor theory, Group factor theory, Gardner's theory of multiple intelligence, Sternberg's Triarchic theory, Cattell's Fluid and Crystallized intelligence. Variation in intellectual ability – mental retardation and intellectually gifted. Role of heredity and environment.

Emotional intelligence: *Concept, Goleman's dimensions of emotional intelligence. Emotional*

intelligence in work place. Applications of emotional intelligence .

Unit 8: Personality

LH 5

Concept, determinants – heredity, environment and situation. Personality traits -MBTI and Big Five Models, personality attributes influencing organization behavior. Measurement of personality-objective method (MMPI), and projective methods (RT and TAT), Personality and Behavior in Work Setting

Text books:-

Baron, R.A. Psychology. Fifth Edition. Prentice-Hall of India. Feldman, R. S. Understanding Psychology. Tenth edition. Tata McGraw-Hill.

References :-

Ciccarelli, Sandra K. and Meyer Glene E.(2013). Psychology. South Asian Edition, Pearson Education.

Robbins, S.P. (Latest edition).Essential of Organizational Behavior. Prentice Hall of India.