

Course Code	Course Title	L	T	P	C
BHUM204L	Industrial Psychology	3	0	0	3
Pre-requisite	NIL	Syllabus version			
		1.0			
<b>Course Objectives</b>					
1. To introduce the nature, scope and applications of the industrial psychology 2. To Acquire knowledge of the employment selection and appraisal process considering workplace wellbeing 3. To be able to take role of employees and managers					
<b>Course Outcomes</b>					
Upon successful completion of the course students will be able to 1. Describe the utility and research methods used in the Industrial Psychology. 2. Acquire practical knowledge of training and performance evaluation. 3. Understand workplace assessment tools and techniques. 4. Enhance leadership skills and team building. 5. Appraise the issues of equity and inclusion at work place. 6. Analyse and address stress and well-being related issues.					
<b>Module:1</b>	<b>Introduction to Industrial Psychology</b>	<b>8 hours</b>			
Industrial Psychology-definition – Major Fields - Brief History - Employment of Industrial Psychologists - Research Methods – Importance of Research -Process - Statistics, Job Analysis & Job Evaluation.					
<b>Module:2</b>	<b>Evaluating the Quality of Performance Measures</b>	<b>7 hours</b>			
Total Quality Management – Importance - Identifying Criteria & Validating Tests and Measures, Screening Methods - Intensive Methods.					
<b>Module:3</b>	<b>Employees Performance and Evaluation</b>	<b>5 hours</b>			
Performance Goals and Feedback, Performance Coaching and Evaluation, Evaluating Employee Performance.					
<b>Module:4</b>	<b>Organisational Fairness and Diversity Management</b>	<b>6 hours</b>			
Employee Motivation, Psychological contracting - Satisfaction and Commitment, Diversity, Fairness and Inclusion -Work place Harassment and Vishakha Guidelines.					
<b>Module:5</b>	<b>Leadership and Organisational Development</b>	<b>6 hours</b>			
Leadership – Styles and Skills, Organizational Climate and Culture, Organizational Development – Factors contributing to organizational development, Current work paradigm.					
<b>Module:6</b>	<b>Group Behaviour and Team</b>	<b>6 hours</b>			
Group Behaviour: Group dynamic – work dynamic, Teams in Organizations, conflict management – Negotiation and persuasion - The Organization of Work Behaviour.					
<b>Module:7</b>	<b>Stress and Well-being</b>	<b>5 hours</b>			
Understanding Stress: Types, Sources of stress and demands of life and work, Managing Burnout, Building Resilience and Enhancing well-being at work.					
<b>Module:8</b>	<b>Contemporary Issues</b>	<b>2 hours</b>			
<b>Total Lecture Hours</b>					<b>45 hours</b>
<b>Text Book(s)</b>					
1.	Aamodt M. (2016), Industrial/Organizational Psychology: An Applied Approach, 8 <sup>th</sup> Edition, Wadsworth Publishing Co.				
<b>Reference Books</b>					

1.	Frank J. Landy & Jeffrey M. Conte (2016), Work in the 21 <sup>st</sup> Century: An Introduction to Industrial and Organizational Psychology, 5 <sup>th</sup> Edition, John Wiley & Sons Inc
2.	Paul E. Levy (2017), Industrial/Organizational Psychology: Understanding the Workplace, 5th Edition, Worth Publishers.
3.	Satoris S. Culbertson & Paul M. Muchinsky (2022), Psychology Applied to Work, 13 <sup>th</sup> Edition, Hypergraphic Pr
4.	Ronald E. Riggio (2017), Introduction to Industrial and Organizational Psychology, 6 <sup>th</sup> Edition, Pearson.
<b>Mode of Evaluation:</b> CAT, Quiz, Assignment and FAT.	
Recommended by Board of Studies	22-02-2023
Approved by Academic Council	No. 69      Date      16-03-2023