

SAVITRIBAI PHULE PUNE UNIVERSITY, PUNE.
REVISED SYLLABUS IN PSYCHOLOGY
FOR T.Y.B.A.
TO BE IMPLEMENTED FROM 2015-2016

PAPER NO.	PAPER TITLE
G3	INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY OR APPLIED PSYCHOLOGY
S3	SCIENTIFIC RESEARCH AND EXPERIMENTAL PSYCHOLOGY
S4	PSYCHOLOGY PRACTICAL: TEST AND EXPERIMENTS

G3: INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

(To be implemented from 2015-2016)

Objectives:

To acquaint the students with:

- 1- The emergence of Industrial and Organizational Psychology
- 2- The work done in Industrial and Organizational Psychology
- 3- The significance of training, performance appraisal, leadership models
- 4- The importance of Engineering Psychology

TERM- I

TOPIC 1: INDUSTRIAL AND ORGANIZATIONAL (I/O) PSYCHOLOGY- NATURE AND SCOPE

[12 Periods]

- 1.1: I/O Psychology: Meaning, subject matter and functions of Industrial Psychology
- 1.2: The history of I/O Psychology
- 1.3: I/O Psychology in the present
- 1.4: Future of I/O Psychology
- 1.5: Application: Industry- Academia Connect

TOPIC 2: PERSONNEL SELECTION AND TRAINING

[12 Periods]

- 2.1: Job Profile, job analysis and Recruitment techniques
- 2.2: Interviews, psychological testing and Needs assessment for training
- 2.3: Psychological Principles in training and training for knowledge and skill
- 2.4: Evaluation of Training Programme
- 2.5: Application: Bio data, Resume, CV and the importance of reference checks

TOPIC 3: EVALUATING JOB PERFORMANCE

[12 Periods]

- 3.1: Uses of performance evaluation: Downsizing, promotion, seniority
- 3.2: Sources of evaluation: The evaluator and performance appraisal
- 3.3: Appraisal rating systems: Graphic rating scales and rating errors
- 3.4: Non-rating evaluation methods: Checklists and comparison methods
- 3.5: Application: 360 degree evaluation

TOPIC 4: MOTIVATION AT THE WORKPLACE

[12 Periods]

- 4.1: Concept of work motivation
- 4.2: Need theories: McClelland, Herzberg
- 4.3: Cognitive theories: Goal Setting Theory, Self Efficacy Theory
- 4.4: Motivation: Self discipline – seven step process
- 4.5: Application: Using motivation theory at work

TERM II**TOPIC 5: JOB SATISFACTION****[12 Periods]**

- 5.1: Job satisfaction as a job attitude
- 5.2: Components of job satisfaction: Satisfaction with work, with pay and with Supervision
- 5.3: Measuring job satisfaction: Job Descriptive Index, Minnesota Satisfaction
- 5.4: Theories of job satisfaction: Motivator-Hygiene Theory, Dispositional approach
- 5.5: Application: Relationship of job satisfaction to productivity and withdrawal behavior.

TOPIC 6: LEADERSHIP**[12 Periods]**

- 6.1: Leadership: Meaning, nature and styles
- 6.2: Approaches to leadership: Human Relations, Theory X & Theory Y
- 6.3: Fiedler's Contingency Model
- 6.4: Specific leader skills
 - a. Leadership through power
 - b. Leadership through vision: Transactional and Transformational
 - c. Leadership through persuasion
- 6.5: Application: challenges like merger, takeover, diversification

TOPIC 7: ENGINEERING PSYCHOLOGY**[12 Periods]**

- 7.1: History and scope of engineering psychology
- 7.2: Time and Motion Study
- 7.3: Person-Machine System
- 7.4: Work space design
- 7.5: Application- advances in the field

TOPIC 8: IMPORTANCE OF OB AND OD**[12 Periods]**

- 8.1: Meaning and nature of OB
- 8.2: Trends and challenges to OB- globalization, diversity, ethics
- 8.3: Meaning and nature of OD
- 8.4: Systems theory of OD
- 8.5: Application - Organizational change

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