

SEMESTER - VI			
Core XII		Industrial Psychology	
Code : 18UPSC63	Hrs / Week: 5	Hrs / Sem.: 75	Credit: 4

Vision:

To inculcate the basic knowledge about industrial psychology.

Mission:

To develop students to fit into the industrial background of their native town.

Course Outcome:

CO.No.	Upon completion of this course, students will be able to	PSO addressed	CL
CO-1	learn the aspects of positive psychology	1	Re
CO-2	compare and understand the various aspects of positive psychology	1	Un
CO-3	apply knowledge about handling others in daily life in a positive way	1, 2 , 8	Ap
CO-4	analyze the need of knowledge of positivity	1 , 8	An
CO-5	evaluate the means of developing an understanding about positive social interaction	1, 2 , 8	Ev
CO-6	create new theories and concepts of positive psychology	1 , 8	Cr
CO-7	create a society devoid of negativity	1, 2 , 8	Cr
CO-8	develop a better understanding about people through positive psychology	1, 2 , 8	Cr

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Unit I Introduction to Industrial Psychology

Introduction to Industrial Psychology. Definitions & Scope. Scientific Management, Human Relations Schools and Hawthorne Experiments

Unit II Leadership

Nature. Leadership styles. Leadership traits. Leadership Behaviours. Subordinate contingencies. Environmental contingencies. Theories of leadership: Path goal theory, Normative Decision theory. Visionary leadership. Charismatic leadership. Transformational leadership. Transactional leadership. Leadership grids.

Unit III Individual in Workplace

Motivation and Job Satisfaction. Stress Management. Organisational Culture. Leadership and Group Dynamics

Unit IV Work Environment and Engineering Psychology

Work Environment and Engineering Psychology, Fatigue, Boredom, Accidents and Safety Job Analysis. Recruitment and Selection: Reliability and Validity of Recruitment Tests

Unit V Training and Development

Training and Development. Types of training. Coaching. Instructional design. Organizational learning. Management training Models of Development.

Text Book

1. *Advanced Industrial Psychology*. Sharma R.N. (2004) Atlantic Publications, Delhi.

Books for Reference

1. *Industrial Psychology*. Narendar Singh McGrawHill Publishers, New Delhi.
2. *Organisational Behaviour* (14TH ED) Robbins P., Judge A. & Vohra N. Pearsons publication, Delhi. 2012