

Progressive Education Society's
Modern College of Arts, Science and Commerce
(Autonomous)

Shivajinagar, Pune 5

(An Autonomous College Affiliated to Savitribai Phule Pune University)

Framework of Syllabus For
B.A. (Psychology)

(Based on NEP 2020 framework)

(To be implemented from the Academic Year 2023-24)

TYBA

Semester 5 (Third Year)

Course Type	Course	Course / Paper Title	Course Code	Hours / Week	Credit	CIA	ESE	Total
Major Mandatory (4 + 4 + 2)	Major Core Paper 9 (Theory)	Psychological Testing	23ArPsyU5101	4	4	40	60	100
	Major Paper 10 (Theory)	Industrial and Organizational Psychology	23ArPsyU5102	4	4	40	60	100
	Major Paper 11 (Theory)	Health Psychology	23ArPsyU5103	2	2	20	30	50
Major Electives	Elective I	Abnormal Psychology	23ArPsyU5201	4	4	40	60	100
	Elective II	Adjustment Psychology	23ArPsyU5202	4	4	40	60	100
Minor (4)	Minor Paper IV	Psychology at Workplace	23ArPsyU5301	4	4	40	60	100
OE (2 + 2)	--	--		--	--	--	--	--
VSC (2)	Major Specific Practical III	Major Specific Practical IV	23ArPsyU5501	4	2	20	30	50
SEC (2)	--	--		--	--	--	--	--
AEC(2),	--	--		--	--	--	--	--
VEC (2)	--	--		--	--	--	--	--
IKS (2)	--	--		--	--	--	--	--
FP / CEP(2)	FP –II	Field Project II	23ArPsyU5002	4	2	20	30	50
Total				26	22	220	330	550

Semester 6 (Third Year)

Course Type	Course	Course / Paper Title	Course Code	Hours / Week	Credit	CI A	ES E	Total
Major Mandatory (4 + 4 + 2)	Major Paper 12 (Theory)	Introduction to Scientific Research	23ArPsyU6101	4	4	40	60	100
	Major Paper 13 (Theory)	Human Resource Management and Development	23ArPsyU6102	4	4	40	60	100
	Major Paper 14 (Theory)	Positive Psychology	23ArPsyU6103	2	2	20	30	50
Major Electives	Elective III	Psychopathology	23ArPsyU6201	4	4	40	60	100
	Elective IV	Areas of Adjustment	23ArPsyU6202	4	4	40	60	100
Minor (4)	Minor Paper IV	Personnel Management	23ArPsyU6301	4	4	40	60	100
OE (2 + 2)	--	--		--	--	--	--	--
VSC (2)	--	--		--	--	--	--	--
SEC (2)	--	--		--	--	--	--	--
AEC(2),	--	--		--	--	--	--	--
VEC (2)	--	--		--	--	--	--	--
OJT (4)	OJT	On job Training	23ArPsyU6004	8	4	40	60	100
FP / CEP(2)	--	--		--	--	--	--	--
Total				26	22	220	330	550

OE : Open Elective
AEC: Ability Enhancement Course
VEC: value Education Courses
CC : Co-Curricular Courses
IKS : Indian Knowledge System
OJT : On Job Training
FP : Field Project
VSC : Vocational Skill Courses
CEP : Community Engagement Project

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5**

(An Autonomous College Affiliated to Savitribai Phule Pune University)

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU5101

Name:- Psychological Testing

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students introduce psychological tests, their history, classification, and construction.
2. To help students understand psychometric principles like reliability, validity, and norms.
3. To help students explore intelligence, neuropsychological assessments and learning disabilities tests.
4. To help students examine personality and adjustment testing methods.
5. To help students analyse test construction strategies and applications.
6. To assist students in exploring ethical considerations and limitations in testing.

Course Outcomes:

On completion of this course, students will be able to-

1. Understand psychological tests and their development.
2. Apply psychometric principles in test evaluation.
3. Describe major intelligence, neuropsychological and learning disabilities tests.
4. Evaluate personality assessment tools.
5. Demonstrate knowledge of test construction methods.
6. Recognize ethical issues in psychological testing.

Course Contents

Chapter 1	Introduction to Psychological Testing	
	1.1 Psychological tests: Definition, History and Classification. 1.2 Characteristics of a Good Test 1.3 Uses and limitations of Psychological Tests 1.4 Ethics in Psychological Testing	
Chapter 2	Test Standardization	
	2.1 Reliability: Concept and Types 2.2 Validity: Concept and Types 2.3 Norms: Concept and Types 2.4 Item Analysis	
Chapter 3	Intelligence, Aptitude, Neuropsychological and Learning Disability Testing	
	3.1 General Ability Testing/Intelligence Testing: Wechsler's Scales, Raven's SPM, Indian Intelligence Tests - Binet Kamat Test (BKT), Indian Child Intelligence Test (ICIT), Malin's Intelligence Scale for Indian Children (MISIC) 3.2 Special Ability/Aptitude: Dexterity Tests, Differential Aptitude Test (DAT), Indian Aptitude Tests - Aptitude Measurement and Career Guidance (I-AM) 3.3 Neuropsychological Testing - Bender Visual Motor Gestalt test 3.4 Learning Disability Testing	
Chapter 4	Overview of Personality, Adjustment and Value Testing	
	4.1 Self-report Inventories: 16 Personality Factors (16 PF), NEO Personality Inventory (NEO-PI), Minnesota Multiphasic Personality Inventory (MMPI) 4.2 Projective Techniques: Thematic Apperception Test (TAT)/ Children Apperception Test (CAT), Rorschach Inkblot test, Sentence Completion Test (SCT), House Tree Person test (HTP) 4.3 Adjustment Inventories: Bell's Adjustment Inventory, Global Assessment Scale (GAS), Shamshad Jasbir Old Age Inventory (SJOAI) 4.4 Allport Vernon Lindzey's Study of Values test (SOV), Rotter's Locus of Control Scale (LOC)	

Books For Reading:

1. Anastasi, A. & Urbina, S. (2009). *Psychological testing*. N.D.: Pearson Education.
2. Cohen, R. Swerdlik, M. E. Kumthekar, M.M. (2017). *Psychological testing and assessment: An introduction to tests and measurement*. 7th ed. India McGraw Hill Education.
3. Gregory, R. J. (2013). *Psychological testing: History, principles, and applications*. Pearson Publications.

4. Kaplan R.M.& Saccuzzo D.P. (2005). *Psychological Testing, Principles, Applications and Issues*. Sixth Ed. Cengage Learning India, Pvt Ltd.
5. Singh, A.K. (2006). *Tests, Measurements and research methods in behavioral sciences*. Patna: Bharati Bhavan.
6. Ter Laak, J. J. F., Gokhale, M., & Desai, D. (2013). *Understanding Psychological Assessment: A Primer on the Global Assessment of the Client's Behavior in Educational and Organizational Setting*. SAGE Publications Pvt. Ltd.
7. Desai, B. and Abhyankar, S.C. (□□□□) □□□□□□ □□□□□□ □□□ □□□□□□□□□□□□ □□□□. □□□□ : □□□□□□□□ □□□□□□□□
8. Desai, B. and Abhyankar, S.C. (□□□□) □□□□□□□□□□ □□□□□□□□□□□□ □□□ □□□□□□ □□□□□□. □□□□ : □□□□□□□□ □□□□□□□□

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU5102

Name:- Industrial and Organizational Psychology

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand the scope, history, current trends and future of I/O Psychology.
2. To help students explore job analysis, recruitment, and personnel selection methods.
3. To help students examine performance evaluation techniques and their workplace impact.
4. To help students learn motivation theories and their applications in the workplace.
5. To help students develop critical thinking to solve workplace challenges.
6. To help students bridge academic concepts with real-world industrial practices.

Course Outcomes:

On completion of this course, students will be able to-

1. Explain key concepts and functions of I/O Psychology.
2. Apply job analysis and recruitment techniques.
3. Utilize performance evaluation methods effectively.
4. Implement motivation strategies to enhance workplace productivity.
5. Analyze workplace challenges using psychological principles.
6. Integrate psychological knowledge into industrial applications.

Chapter 1	Introduction to Industrial and Organizational Psychology - Nature and Scope	
	1.1 I/O psychology: Meaning, History & Domains 1.2 Functions of Industrial Psychology 1.3 Current Trends in I/O Psychology- Industry Academic Connect, I/O in Indian Context 1.4 Future of I/O Psychology/ Contemporary Trends	
Chapter 2	Personnel Selection	
	2.1 Determining Job Requirements: Uses and Types of Job Information and Job Analysis 2.2 Recruiting Job Applicants: Recruitment Techniques 2.3 Personal History Assessment: Standard Application Blanks, Biodata, Resume and Letter of Reference 2.4 Assessment of Current Behaviour: Interviews, Psychological Testing and Assessment Centers	
Chapter 3	Evaluating Job Performance	
	3.1 Uses of Performance Evaluation: Downsizing, Fair employment, Employment at will and Seniority 3.2 Sources of Evaluation: the Evaluator and Performance Information 3.3 Appraisal Rating Systems: Graphic Rating Scales and Rating Errors 3.4 Non-rating Evaluation Methods: Checklists and Comparison	
Chapter 4	Motivation at Workplace	
	4.1 Introduction to Motivation: Definition and Importance, Intrinsic vs. Extrinsic Motivation 4.2 Need theories of Motivation: Maslow's Hierarchy of Needs, Herzberg's Two Factor theory, McClelland's Acquired Needs theory 4.3 Cognitive theories of Motivation: Vroom's Expectancy theory, Locke's Goal setting theory, Bandura's Self-Efficacy Theory 4.4 Application of Motivation theory at work: Strategies and Challenges	

Course Contents

Books For Reading:

1. Aamodt, M.G. (2007). *Industrial and organizational psychology: An applied approach*. US: Thomson & Wadsworth.
2. Aswathappa, K. (2015). *Organisational Behavior*. Mumbai: Himalaya Pub. House

3. Berry, L.M. (1998), reprint 2010. *Psychology at work: An introduction to Industrial and Organizational Psychology*. N.Y.: McGraw-Hill International Editions.
4. French (2015). *Organization Development: Behavioral Science Interventions for Organization Improvement*. 6/e, Pearson, Education
5. Kondalkar V. G. (2007) *Organizational Behavior*. New Delhi: New Age International (P) Limited, Publishers
6. Muchinsky, P. (2001). *Psychology Applied to Work*. 6th ed. New Delhi: Wadsworth
7. Robbins, S.P. Judge, T.A. Sanghi, S. (2009). *Organizational Behavior*. 13th ed. New Delhi: Pearson Education.
8. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8th ed. N.D.: Pearson Edu.
9. Sinha, J. B. P. (2008). *Culture & Organization Behavior*. New Delhi: Sage Texts
10. Gaddekar, Jamaale and Rasaal (□□□□). □□□□□□□□ □ □□□□□□□□□□ □□□□□□□□□□□□. Diamond Publications.

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU5103

Name:- Health Psychology

Teaching Scheme: TH: 4 Hrs/Week

Credits: 2

Examination Scheme: CIA: 20 Marks, ESE: 30 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand the significance of health psychology.
2. To assist students in exploring various models of health psychology.
3. To guide students in learning Mind-Body Relationship.
4. To help students understand the concepts of primary prevention.
5. To assist students in exploring effective health promotion interventions.
6. To facilitate students in developing an understanding about levels of illness prevention.

Course Outcomes:

On completion of this course, students will be able to-

1. understand the significance of health psychology.
2. explore various models of health psychology
3. learn Mind-Body Relationship.
4. learn about the concepts of primary prevention.
5. analyze effective health promotion interventions.
6. understand the levels of illness prevention.

Course Contents

Chapter 1	Introduction to Health Psychology	
	1.1: Health Psychology: Definition, Nature, Aims 1.2: Mind-body Relationship 1.3: Biopsychosocial Model (Advantages, Clinical Implications) 1.4: Need for Health Psychology (Changing patterns of Illness, Expanded Health Care services, Increased Medical Acceptance)	1.1. Gadekar pg 3) 1.2 Gadekar (Pg 10) 1.3 Gadekar (pg 15) 1.4 Gadekar (Pg. 29)
Chapter 2	Primary Prevention and Health Promotion	
	2.1: Quality of Life and Health Behaviour (Changing Health Habits and Health Beliefs- Attitude Change and Placebo Effect) 2.2: Health Compromising Behaviour (Obesity, Smoking, Drinking) 2.3: Health Promoting Behaviour (Diet, Exercise, Sleep, Rest, Vaccination, Screening, Accident Prevention) 2.4: Levels of Illness Prevention: Primary, Secondary, Tertiary	2.1. (Gadekar pg 148) 2.2 Gadekar (Pg 158) 2.3 Gadekar (pg: 179) 2.4 Gadekar (Pg.

Reference Books:

1. Brannon, L., & Feist, J. (2018). *Health psychology: An introduction to behavior and health* (9th ed.). Cengage Learning.
2. DiMatteo, M. R., & Leslie, R. M. (2017). *Health psychology* (1st ed.). Pearson.
3. Gadekar, K. (2021). *Health Psychology: Theory, Research and Practice* (1st ed.). Diamond Publications.
4. Marks, D. F., Murray, M., Evans, B., & Estacio, E. V. (2018). *Health Psychology: Theory, research and practice* (5th ed.). SAGE Publications.
5. Rajhans, M. (2020). *Health Psychology: Biopsychosocial interactions* (1st ed.). Unmesh Publications.
6. Sarafino, E. P., & Smith, T. W. (2022). *Health Psychology: Biopsychosocial interactions* (10th ed.). Wiley.
7. Taylor, S. E. (2021). *Health Psychology* (11th ed.). McGraw-Hill.

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU5201

Name:- Abnormal Psychology

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students grasp the basics of abnormal psychology and its significance.
2. To guide students in exploring the causes of abnormal behavior from different perspectives.
3. To help students learn about the classification and diagnosis of psychological disorders.
4. To assist students in analyzing the clinical picture of Anxiety Disorders
5. To aid students in understanding clinical picture of Depressive Disorders
6. To guide students in analyzing the clinical picture of Mood Disorders

Course Outcomes:

On completion of this course, students will be able to-

1. grasp the fundamentals of abnormal psychology and its significance in mental health.
2. analyze abnormal behavior from biological, psychological, and sociocultural perspectives.
3. classify and diagnose psychological disorders using frameworks like the DSM-5.
4. identify and evaluate ethical challenges in providing mental health services.
5. recognize the causes, types, and symptoms of anxiety disorders.
6. describe the causes, types, and symptoms of depressive disorders.

Course Contents

Chapter 1	Introduction to Abnormal Psychology	
	1.1: Abnormality: Definition, History & Nature (Intensity, Frequency, Duration) 1.2: Criteria of Abnormality: Statistical Deviation, Social, and Personal Distress 1.3: Perspective of Abnormal Behaviour: Psychoanalytical, Biological, Cognitive, 1.4: Perspective of Abnormal Behaviour: Behaviouristic and Stress-Diathesis Model. (Cultural Aspect-Indian Perspective, Issues of Labelling, Taboo)	
Chapter 2	Classification and Diagnosis of Mental Disorders	
	2.1: Understanding Diagnostic Classification - DSM-5 and ICD- 11 2.2: Assessment Tools for Diagnosis: Clinical Interviews and MSE. 2.3: Assessment Tools for Diagnosis: Self-Report questionnaires, Case History 2.4: Neuroimaging Techniques: Invasive & Non-Invasive Techniques (MRI, CT, fMRI, PET, EEG, MEG)	
Chapter 3	Anxiety Disorders and Stress & Trauma-Related	
	3.1: Definition and Etiology of Anxiety Disorders 3.2: Types of Anxiety Disorders. (GAD, Panic Disorders, OCD) 3.3: Definition, Etiology & Types of Phobic Disorders (Specific Phobia, Social Phobia, Agoraphobia) 3.4: Stress and Trauma-related Disorders: Etiology & Types	
Chapter 4	Depressive and Mood Disorders	
	4.1: Definition and Symptoms of MDD 4.2: Types, Etiology of Depression 4.3: Bipolar I Disorder and Bipolar II Disorder 4.4: Etiology of Mood Disorders	

References:

- 1) American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). American Psychiatric Association.
- 2) Badgujar, Chudaman (2001) □□□□□□□□ □□□□□□□□□□, Mahalaxmi Pustakalay, Nashik.

- 3) Barlow, D. H., & Durand, V. M. (2020). *Abnormal psychology: An integrative approach* (8th ed.). Cengage Learning.
- 4) Butcher, J. N., Mineka, S., & Hooley, J. M. (2017). *Abnormal psychology* (17th ed.). Pearson.
- 5) Comer, R. J. (2019). *Abnormal psychology* (10th ed.). Worth Publishers.
- 6) Durand, V. M., Barlow, D. H., & Hofmann, S. G. (2018). *Essentials of abnormal psychology* (8th ed.). Cengage Learning.
- 7) Kulkarni, V. P. (2017). □□□□□□ □□□□□□ □□□ □□□□□□ [Mental disorders and treatments]. Pune: Vidhya Prakashan
- 8) Patil, A., Rajhans, M., & Surve, S. (n.d.). *Apsamanyanche manasshastra: Abnormal psychology*. Unmesh Prakashan.
- 9) World Health Organization. (2018). *International classification of diseases for mortality and morbidity statistics (11th rev.)* [ICD-11]. World Health Organization.

Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU5202

Name:- Psychology of Adjustment

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand the fundamental concepts of the psychology of adjustment and its importance in everyday life.
2. To help students explore the causes of stress and stress management strategies.
3. To assist students in applying coping strategies to real-life scenarios.
4. To introduce the concept and goals of Psychological First Aid
5. To provide students with a deeper understanding of the factors that influence individual adjustment and how to enhance personal well-being.
6. To equip students with coping strategies, including both problem-focused and emotion-focused approaches.

Course Outcomes:

On completion of the course, student will be able to–

1. understand the Basics of Adjustment Psychology
2. analyze the characteristics of well-adjusted and maladjusted individuals
3. Identify stress and stress management strategies.

4. apply coping strategies to real-life scenarios to effectively manage stress and enhance personal well-being.
5. Evaluate the determinants of individual adjustment and apply strategies for personal well-being.
6. Apply problem-focused and emotion-focused coping strategies to real-life situations.

Course Contents

Chapter 1	INTRODUCTION TO PSYCHOLOGY OF ADJUSTMENT	
	1.1: Psychology of Adjustment: Definition, Meaning and Nature of Adjustment 1.2: Characteristics of Well-adjusted and Maladjusted Individuals. 1.3: Determinants of Individual Adjustment 1.4: Roots of Happiness	
Chapter 2	STRESS	
	2.1: Definition of stress: Nature; Types; Sources 2.2: Levels of Response of Stress: Emotional Response, Physiological Response, Behavioural Response 2.3: Potential Effects of Stress 2.4: Stress Management Strategies	
Chapter 3	COPING	
	3.1: Coping: Definition, Nature, Types 3.2: Problem Focused Coping 3.3: Emotion Focused Coping 3.4: Strategy for Coping: Self-Control	
Chapter 4	Introduction to Psychological First Aid	
	4.1: Definition and Goals Psychological First Aid 4.2: Types of Mental Health Professional help : According to RCI 4.3: Review of Intervention Techniques 4.4: Ethical Principles for MH Professionals	

Reference Books:

1. Aronson, E. (2018). *The social animal* (12th ed.). Worth Publishers.

2. Gibson, R., & Mitchell, M. (2015). *Introduction to counseling and guidance* (7th ed.). Pearson Education India.
3. Gladding, S. T. (2016). *Counseling: A comprehensive profession* (8th ed.). Pearson Education India.
4. Gerrig, R. J. (2015). *Psychology and life* (20th ed.). Pearson Education.
5. Kottler, J. A. (2015). *Introduction to counseling: Voices from the field* (8th ed.). Cengage Learning.
6. Rao, S. N. (2013). *Counseling and guidance* (3rd ed.). McGraw Hill Education.
7. Santrock, J. W. (2020). *Human adjustment: Strategies for coping with life's challenges* (6th ed.). McGraw-Hill Education.
8. Weiten, W., & Lloyd, M. A. (2018). *Psychology applied to modern life: Adjustment in the 21st century* (11th ed.). Cengage Learning.
9. World Health Organization. (2011). *Psychological first aid: Guide for field workers* (WHO document No. 9789241548205). World Health Organization.

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU5301

Name:- Psychology at Workplace (Minor)

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand the scope, history, current trends and future of I/O Psychology.
2. To help students explore job analysis, recruitment, and personnel selection methods.
3. To help students examine performance evaluation techniques and their workplace impact.
4. To help students learn motivation theories and their applications in the workplace.
5. To help students develop critical thinking to solve workplace challenges.
6. To help students bridge academic concepts with real-world industrial practices.

Course Outcomes:

On completion of this course, students will be able to-

1. Explain key concepts and functions of I/O Psychology.
2. Apply job analysis and recruitment techniques.
3. Utilize performance evaluation methods effectively.
4. Implement motivation strategies to enhance workplace productivity.
5. Analyze workplace challenges using psychological principles.

6. Integrate psychological knowledge into industrial applications.

Course Contents

Chapter 1	Introduction to Industrial and Organizational Psychology - Nature and Scope	
	1.1 I/O psychology: Meaning, History & Domains 1.2 Functions of Industrial Psychology 1.3 Current Trends in I/O Psychology- Industry Academic Connect, I/O in Indian Context 1.4 Future of I/O Psychology/ Contemporary Trends	
Chapter 2	Personnel Selection	
	2.1 Determining Job Requirements: Uses and Types of Job Information and Job Analysis 2.2 Recruiting Job Applicants: Recruitment Techniques 2.3 Personal History Assessment: Standard Application Blanks, Biodata, Resume and Letter of Reference 2.4 Assessment of Current Behaviour: Interviews, Psychological Testing and Assessment Centers	
Chapter 3	Evaluating Job Performance	
	3.1 Uses of Performance Evaluation: Downsizing, Fair employment, Employment at will and Seniority 3.2 Sources of Evaluation: the Evaluator and Performance Information 3.3 Appraisal Rating Systems: Graphic Rating Scales and Rating Errors 3.4 Non-rating Evaluation Methods: Checklists and Comparison	
Chapter 4	Motivation at Workplace	
	4.1 Introduction to Motivation: Definition and Importance, Intrinsic vs. Extrinsic Motivation 4.2 Need theories of Motivation: Maslow's Hierarchy of Needs, Herzberg's Two Factor theory, McClelland's Acquired Needs theory 4.3 Cognitive theories of Motivation: Vroom's Expectancy theory, Locke's Goal setting theory, Bandura's Self-Efficacy Theory 4.4 Application of Motivation theory at work: Strategies and Challenges	

Books For Reading:

1. Aamodt, M.G. (2007). *Industrial and organizational psychology: An applied approach*. US: Thomson & Wadsworth.
2. Aswathappa, K. (2015). *Organisational Behavior*. Mumbai: Himalaya Pub. House
3. Berry, L.M. (1998), reprint 2010. *Psychology at work: An introduction to Industrial and Organizational Psychology*. N.Y.: McGraw-Hill International Editions.
4. French (2015). *Organization Development: Behavioral Science Interventions for Organization Improvement*. 6/e, Pearson, Education
5. Kondalkar V. G. (2007) *Organizational Behavior*. New Delhi: New Age International (P) Limited, Publishers
6. Muchinsky, P. (2001). *Psychology Applied to Work*. 6th ed. New Delhi: Wadsworth
7. Robbins, S.P. Judge, T.A. Sanghi, S. (2009). *Organizational Behavior*. 13th ed. New Delhi: Pearson Education.
8. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8th ed. N.D.: Pearson Edu.
9. Sinha, J. B. P. (2008). *Culture & Organization Behavior*. New Delhi: Sage Texts
10. Gadekar, Jamaale and Rasala (□□□□). □□□□□□□□ □ □□□□□□□□□□□ □□□□□□□□□□□□. Diamond Publications.

Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Course Code : 23ArPsyU5501 Course Name: Lab Course on Psychological Testing

Teaching Scheme: TH :4 Hours/Week

Credit: 02

Examination Scheme: CIA: 20 Marks

End-Sem: 30 Marks

Prerequisite Courses: S.Y. Psychology (Major)

Course Objectives:

1. To help students revise the technique of psychological test administration.
2. To assist students in understanding the concepts related to the aspects of behaviour.
3. To guide students in the application of theoretical understanding in measurement of behaviour.
4. To help students build skills for hands-on experience in the administration of psychological tests.
5. To help students validate the test results with the case history of the respondent.
6. To aid students in generating the report of the test administered.

Course Outcomes:

On completion of the course students will be able to:

1. revise the technique of psychological test administration.
2. know the concepts related to the aspects of behaviour.
3. apply their theoretical knowledge in the measurement of behaviour.
4. build skills for hands-on experience in the administration of psychological tests.
5. validate the test results with the case history of the respondent.
6. generate the report of the test administered.

Course Contents

Sr. No.	Content
1	Intelligence Test SPM/TGI
2	Sentence Completion Test- RPF/ Deo Mohan's Achievement Motivation (Projective Test)
3	Adjustment Inventory of College Students/School Adjustment
4	Study of Values
5	Beck's Depression Inventory
6	Self Concept Questionnaire
7	Quality of Life Scale by Dubey, Dwivedi & Sharma
8	DBDA/DAT (Psychomotor)

General Instructions:

1. Each batch of practical will consist of a maximum 15 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 4 lecture periods.
4. Students will be required to maintain a journal for this course and obtain the completion certificate from the teacher in-charge and certified by H.O.D. Without this certificate, the students will not be allowed to appear for the Internal Examination and End Semester Examination (ESE) as per the rules of the credit system.

Conduct of Practical Examination of Credit System.**Evaluation of Practical-(Total 2 Credits)**

There will be 20 marks for continuous (internal) assessment (1 credits) and 30 marks for the End of Semester Examination.

a) Continuous (Internal) Assessment of practical: 20 marks (1 Credits)

There will be internal practical examination after completion of five practicals and the division of 20 internal marks like following:

Items	Marks
Written Assessment	20
Total	20

b) End Semester Examination (ESE): 30 marks

Items	Marks
Instructions	05
Oral	05
Exam Report	05
Journal	15
Total	30

External examination will be conducted at departmental level and subject teacher and one expert appointed by H.O.D. will conduct the examination:

1. Each batch of practical examination will consist of a maximum of 15 students.
2. Subject teacher and expert appointed by H.O.D. will jointly set a question paper.
3. Each question paper will have two subsets i.e. A and B.
4. Duration of the External practical examination will be 2 hours per batch.
5. Marks are given by both examiners; average of the same will be calculated and considered as final marks of the students under the given heading.
6. Final mark list will be submitted to the H.O.D.

References :

1. Anastasi, A., & Urbina, S. (2017). *Psychological testing* (8th ed.). Pearson.
2. Ciccarelli, S. K., & White, J. N. (2020). *Psychology: An exploration* (4th ed.). Pearson.
3. Feldman, R. S. (2020). *Discovering psychology* (11th ed.). Pearson.
4. Gregory, R. J. (2019). *Psychological testing and assessment: An introduction to tests and measurement* (8th ed.). Pearson..
5. Groth-Marnat, G. (2016). *Handbook of psychological assessment* (6th ed.). Wiley.
6. Kubiszyn, T., & Borich, G. D. (2019). *Essentials of psychological testing* (2nd ed.). Wiley

SEMESTER VI

**Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester V

Code:- 23ArPsyU6101

Name:- Introduction to Scientific Research

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand key concepts, goals, and types of scientific research.
2. To help students apply scientific methods and research designs in behavioral studies.
3. To help students utilize appropriate sampling techniques in research.
4. To help students identify and define variables while formulating testable hypotheses.
5. To help students implement effective data collection methods and rating scales.
6. To help students develop structured research proposals and reports.

Course Outcomes:

On completion of this course, students will be able to-

1. Explain fundamental research concepts and methodologies.
2. Design and conduct research using scientific principles.
3. Select and justify appropriate sampling methods.
4. Define and control research variables effectively.
5. Collect and analyze data while minimizing errors.
6. Write clear and well-structured research reports and proposals

Course Contents

Chapter 1	Foundations of Scientific Research	
	1.1 Research: Definition, Goals, Types (Qualitative, Quantitative) 1.2 Research Problem: Sources, Types and Characteristics of a Good Problem 1.3 Research Design: Within Group and Between Group 1.4 Research Design: Quasi Designs	
Chapter 2	Sampling	
	2.1 Meaning and Basic Concepts of Sampling, Need for Sampling 2.2 Types of Probability Sampling 2.3 Types of Non-probability Sampling 2.4 Sampling: Distribution and Errors	
Chapter 3	Variables and Hypotheses	
	3.1 Variables: Meaning, Types 3.2 Operational and Constitutive Definition of Variables 3.3 Reviewing Literature 3.4 Hypothesis: Meaning, Types, Formulation and Characteristics	
Chapter 4	Data Collection and Report Writing	
	4.1 Methods of Data collection 4.2 Rating Scales: Types & Errors 4.3 Steps in Research 4.3 Proposal Writing, Report writing, APA Style Referencing	

Books For Reading:

1. Christensen, L. B.; Johnson, R. B.; Turner, L. A. (2014). *Research Methods, Design and Analysis*. Pearson.
2. Kerlinger, F.N. (1995). *Foundations of behavioral research*. New York: Rinehart Winston. Inc. Surjeet Publications.
3. Kothari, C.R. (reprint 2009). *Research methodology: Methods and techniques*. New Delhi: Wiley Eastern Ltd.
4. Singh, A.K. (2006). *Tests, Measurements and research methods in behavioral sciences*. Patna: Bharati Bhavan.
5. Zachmeister, J.E., Zachmeister, E.B., and Shaughnessy, J.J. (2009). *Essentials of research methods in Psychology*. N.D.: Tata McGraw-Hill.
6. Desai, B. and Abhyankar, S.C. (□□□□) □□□□□□ □□□□□□ □□□ □□□□□□□□□□□□ □□□□. □□□□ : □□□□□□□ □□□□□□□
7. Desai, B. and Abhyankar, S.C. (□□□□) □□□□□□□□ □□□□□□□□□□□ □□□ □□□□□□ □□□□□□. □□□□ : □□□□□□□ □□□□□□□

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester VI

Code:- 23ArPsyU6102

Name:- Human Resource Management and Development

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand key concepts of Organizational Behavior (OB) and Organizational Development (OD).
2. To help students design and evaluate employee training programs.
3. To help students assess and enhance job satisfaction.
4. To help students analyse leadership theories and styles.
5. To help students conduct HR audits for workforce efficiency.
6. To help students develop leadership and conflict resolution skills.

Course Outcomes:

On completion of this course, students will be able to-

1. Explain OB and OD principles and apply team-building techniques.
2. Create and assess effective training programs.
3. Measure job satisfaction and suggest improvement strategies.
4. Compare leadership styles and apply them in workplace scenarios.
5. Understand HR audits to evaluate workforce performance.
6. Utilize leadership and conflict resolution strategies effectively.

Course Contents

Chapter 1	Organizational Behaviour And Organizational Development	
	1.1 Meaning and Nature of OB 1.2 Organizational Structure and Design 1.3 Meaning and Nature of OD, Characteristics of Effective Team 1.4 Techniques used in Team Building and communication	
Chapter 2	Employee Training and Development	
	2.1 Training Needs Assessment and Training Design 2.2 HR Audit: Training and Development 2.3 Techniques for Training Knowledge and Skill 2.4 Training Programme Evaluation	
Chapter 3	Job Satisfaction	
	3.1 Job Satisfaction - Definition, Meaning and Nature 3.2 Components of Job Satisfaction: Satisfaction with Work, with Pay and with Supervision 3.3 Measuring Job Satisfaction: Job Descriptive Index, Minnesota Satisfaction Questionnaire, Need Satisfaction Questionnaire, Faces Scale 3.4 Relationship of Job Satisfaction to Productivity and Withdrawal Behavior	
Chapter 4	Leadership	
	4.1 Leadership: Meaning, Nature and Styles 4.2 Approaches to Leadership: Human Relations, Theory X & Theory Y 4.3 Fiedler's Contingency Model and Conflict Resolution 4.4 Specific Leader Skills: a. Leadership through Power b. Leadership through Vision: Transactional and Transformational c. Leadership through Persuasion d. Leading the Next Generation	

Books For Reading:

1. Aamodt, M.G. (2007). *Industrial and organizational psychology: An applied approach*. US: Thomson & Wadsworth.
2. Aswathappa, K. (2015). *Organisational Behavior*. Mumbai: Himalaya Pub. House
3. Berry, L.M. (1998), reprint 2010. *Psychology at work: An introduction to Industrial and Organizational Psychology*. N.Y.: McGraw-Hill International Editions.
4. French (2015). *Organization Development: Behavioral Science Interventions for Organization Improvement*. 6/e, Pearson, Education
5. Kondalkar V. G. (2007) *Organizational Behavior*. New Delhi: New Age International (P) Limited, Publishers
6. Muchinsky, P. (2001). *Psychology Applied to Work*. 6th ed. New Delhi: Wadsworth
7. Robbins, S.P. Judge, T.A. Sanghi, S. (2009). *Organizational Behavior*. 13th ed. New Delhi: Pearson Education.
8. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8th ed. N.D.: Pearson Edu.

9. Sinha, J. B. P. (2008). *Culture & Organization Behavior*. New Delhi: Sage Texts
10. Gadekar, Jamaale and Rasaal (□□□□). □□□□□□□□ □ □□□□□□□□□□□
□□□□□□□□□□. Diamond Publications.

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester VI

Code:- 23ArPsyU6103

Name:- Positive Psychology

Teaching Scheme: TH: 4 Hrs/Week

Credits: 2

Examination Scheme: CIA: 20 Marks, ESE: 30 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To guide students in understanding the foundational principles of Positive Psychology.
2. To help students analyze various models on well-being.
3. To facilitate students in exploring the link between subjective well-being and happiness.
4. To guide students in analyzing key positive traits and character strengths.
5. To introduce students to the concepts of flow, flourishing, and savoring, and to help them develop strategies for experiencing a fuller, more meaningful life by embracing these principles.
6. To assist students in exploring resilience and cognitive hardiness.

Course Outcomes:

On completion of this course, students will be able to-

1. understand the foundational principles of Positive Psychology.
2. analyze well-being models.
3. explore the link between subjective well-being and happiness.
4. analyze key positive traits and character strengths.
5. apply the concepts of flow, flourishing, and savoring in their lives.
6. explore resilience and cognitive hardiness.

Course Contents

Chapter 1	Introduction to Positive Psychology	
	1.1: Positive Psychology: Definitions, Assumptions & Goals (Pleasant Life, Engaged Life and Meaningful Life) 1.2: Models of Psychological well-being: Ryff's Model of Psychological Well-Being, Seligman's PERMA Model, Broaden-and-Build Theory of Positive Emotion. 1.3: Happiness: Meaning and Traditions of Happiness 1.4: Subjective and Psychological Well Being	
Chapter 2	Building Inner Strengths	
	2.1: Positive Traits and character strengths 2.2: Living Fully: The Power of Flow, Flourishing, and Savouring Life 2.3: Resilience: Definition, sources of resilience 2.4: Cognitive Hardiness: Concept, 3C's of Hardiness	

Reference Books:

1. Baumgardner, S. R., & Crothers, M. K. (2014). Positive psychology (2nd ed.). Pearson.
2. Lopez, S. J., Pedrotti, J. T., & Snyder, C. R. (2018). Positive psychology: The scientific and practical explorations of human strengths (4th ed.). Sage Publications.
3. Peterson, C. (2006). A primer in positive psychology. Oxford University Press.
4. Seligman, M. E. P. (2011). Flourish: A visionary new understanding of happiness and well-being. Atria Books.
5. Snyder, C. R., & Lopez, S. J. (Eds.). (2009). Oxford handbook of positive psychology (2nd ed.). Oxford University Press.

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester VI

Code:- 23ArPsyU6201

Name:- Psychopathology

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand the symptoms, causes, and types of psychotic disorders, including schizophrenia and related conditions.
2. To acquaint students with the diagnostic criteria and treatment approaches for psychotic disorders, focusing on both medication and therapy.
3. To assist students in examining the different types of personality disorders, including those in Cluster A, B, and C.
4. To familiarize students with the characteristics, causes, and symptoms of various neurodevelopmental disorders, including autism and ADHD.
5. To help students analyze the symptoms and causes of neurocognitive disorders.
6. To guide students in comprehending the symptoms and causes of dissociative disorders & Paraphilia

Course Outcomes:

On completion of this course, students will be able to-

1. identify the symptoms, causes, and types of psychotic disorders, including schizophrenia and related conditions.
2. apply the diagnostic criteria and evaluate treatment approaches for psychotic disorders, focusing on both medication and therapy.
3. differentiate between the different types of personality disorders, including those in Cluster A, B, and C.
4. recognize the characteristics, causes, and symptoms of various neurodevelopmental disorders, including autism and ADHD.
5. analyze the symptoms and causes of neurocognitive disorders.
6. comprehend the symptoms and causes of dissociative disorders & Paraphillia

Course Contents

Chapter 1	Schizophrenia and other Psychotic Disorders	
	1.1 Psychotic Symptoms: Nature and Types, Prevalence and Causes (Genetic, Neurochemical, and Environmental factors) 1.2 Schizophrenia: Clinical Criteria and Specifiers 1.3 Other Psychotic Disorders: Schizoaffective Disorder, Brief Psychotic Disorder, Delusional Disorder 1.4 Treatment of Schizophrenia	
Chapter 2	Personality Disorders	
	2.1 Personality Disorders Overview: Definition and Causes (Focus on Cultural Aspect) 2.2 Cluster A: Types and Treatment 2.3 Cluster B: Types and Treatment 2.4 Cluster C: Types and Treatment	
Chapter 3	Neurodevelopmental Disorders	
	3.1 Autism Spectrum Disorder (ASD): Symptoms, diagnostic criteria, and interventions 3.2 Attention-Deficit/Hyperactivity Disorder (ADHD): Symptoms, causes, and treatment approaches 3.3 Intellectual Development Disorder: Clinical Description, Causes and Support Strategies 3.4 Learning Disorders: Types and Intervention Methods	
Chapter 4	Neurocognitive Disorders, Dissociative Disorders & Paraphilias	
	4.1: Neurocognitive Disorders: Clinical Description, Etiology and types of Dementia 4.2: Neurocognitive Disorders: Clinical Description and Etiology of Alzheimer's Disease and Delirium 4.3 Dissociative Disorders: Depersonalization Disorder, Dissociative Identity Disorder 4.4: Paraphilias: Etiology and Types	

References:

1. American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). American Psychiatric Association.
2. Badgujar, Chudaman (2001) [Psychology of Abnormality], Mahalaxmi Pustakalay, Nashik.
3. Barlow, D. H., & Durand, V. M. (2020). *Abnormal psychology: An integrative approach* (8th ed.). Cengage Learning.
4. Butcher, J. N., Mineka, S., & Hooley, J. M. (2017). *Abnormal psychology* (17th ed.). Pearson.
5. Comer, R. J. (2019). *Abnormal psychology* (10th ed.). Worth Publishers.
6. Durand, V. M., Barlow, D. H., & Hofmann, S. G. (2018). *Essentials of abnormal psychology* (8th ed.). Cengage Learning.
7. Kulkarni, V. P. (2017). [Psychology of Abnormality] [Mental disorders and treatments]. Pune: Vidhya Prakashan

8. Patil, A., Rajhans, M., & Surve, S. (n.d.). *Apsamanyanche manasshastra: Abnormal psychology*. Unmesh Prakashan.
9. World Health Organization. (2018). *International classification of diseases for mortality and morbidity statistics (11th rev.)* [ICD-11]. World Health Organization.

Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)

Third Year of B.A Psychology (NEP 2023 Course) Semester VI

Code:- 23ArPsyU6202

Name:- Areas of Adjustment

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand the basics of adjustment psychology and its significance.
2. To acquaint students with the causes of stress and how to cope with it.
3. To help students to assess Marital and Family Life Adjustments
4. To help students to evaluate Career and Occupational Adjustment
5. To help students develop effective strategies for coping with career transitions and work-related stress.
6. To assist students in developing effective coping strategies for better emotional and psychological adjustment.

Course Outcomes:

On completion of the course, student will be able to–

1. Grasp the basics of adjustment psychology and its significance in mental health.
2. Analyze adjustmental behavior from biological, psychological, and sociocultural perspectives.
3. Assess Marital and Family Life Adjustments
4. Evaluate Career and Occupational Adjustment
5. Develop effective strategies for coping with career transitions and work-related stress
6. Develop effective coping strategies for better emotional and psychological adjustment.

Course Contents

Chapter 1	INTRODUCTION TO AREAS OF ADJUSTMENT	
	1.1: Adjustment and Adaptation: Definition, Theories and Models 1.2: Individual Adjustment: Self-concept, self-esteem 1.3: Major Domains of Adjustment: Home, Health, and Social Life 1.4: Major Domains of Adjustment: Occupational/School, Emotional, and Sexual	1.1 Psychodynamic Theory (Freud) Cognitive-Behavioral Theory (Beck, Ellis) Humanistic Theory (Maslow, Rogers) Attachment Theory (Bowlby) Social Support Theory
Chapter 2	ADJUSTMENT IN MARITAL RELATIONSHIPS	
	2.1 Marital Adjustment across the Family Life Cycle 2.2 Vulnerable areas in Marital Adjustment & Divorce 2.3 Child-rearing Practices 2.4 Beyond Marriage: Navigating Singlehood, Cohabitation, and Homosexuality in Modern Relationships	
Chapter 3	ADJUSTMENT IN CAREER AND WORK	
	3.1 Choosing a Career 3.2 Models of Career choice and Development 3.3 Coping with Occupational Hazards 3.4 Application: Work life balance, Putting Together a Résumé, Finding Companies You Want to Work For, Landing an Interview Polishing Your Interview Technique	
Chapter 4	STRATEGIES TO IMPROVE ADJUSTMENT	
	4.1 Achieving Self Control: in Professional & Personal Development: Self-Monitoring, Self-Regulation 4.2 Marriage: Communication & Conflict Resolution 4.3 Spirituality: Gratitude & Forgiveness Practices 4.4 Peak Performance: Time and Emotional Mastery	

Reference Books:

1. Aronson, E. (2018). *The social animal* (12th ed.). Worth Publishers.
2. Gerrig, R. J. (2015). *Psychology and life* (20th ed.). Pearson Education.
3. Santrock, J. W. (2020). *Human adjustment: Strategies for coping with life's challenges* (6th ed.). McGraw-Hill Education.
4. Weiten, W., & Lloyd, M. A. (2018). *Psychology applied to modern life: Adjustment in the 21st century* (11th ed.). Cengage Learning.

**Progressive Education Society's
Modern College of Arts, Science and Commerce (Autonomous)
Shivajinagar, Pune 5
(An Autonomous College Affiliated to Savitribai Phule Pune University)**

Third Year of B.A Psychology (NEP 2023 Course) Semester VI

Code:- 23ArPsyU6102

Name:- Personnel Management (Minor)

Teaching Scheme: TH: 4 Hrs/Week

Credits: 4

Examination Scheme: CIA: 40 Marks, ESE: 60 Marks

Prerequisite Course: SYBA Psychology

Course Objectives:

1. To help students understand key concepts of Organizational Behavior (OB) and Organizational Development (OD).
2. To help students design and evaluate employee training programs.
3. To help students assess and enhance job satisfaction.
4. To help students analyse leadership theories and styles.
5. To help students conduct HR audits for workforce efficiency.
6. To help students develop leadership and conflict resolution skills.

Course Outcomes:

On completion of this course, students will be able to-

1. explain OB and OD principles and apply team-building techniques.
2. create and assess effective training programs.
3. measure job satisfaction and suggest improvement strategies.
4. compare leadership styles and apply them in workplace scenarios.
5. understand HR audits to evaluate workforce performance.
6. utilize leadership and conflict resolution strategies effectively.

Course Contents

Chapter 1	Organizational Behaviour And Organizational Development	
	1.1 Meaning and Nature of OB 1.2 Organizational Structure and Design 1.3 Meaning and Nature of OD, Characteristics of Effective Team 1.4 Techniques used in Team Building and communication	
Chapter 2	Employee Training and Development	
	2.1 Training Needs Assessment and Training Design 2.2 HR Audit: Training and Development 2.3 Techniques for Training Knowledge and Skill 2.4 Training Programme Evaluation	
Chapter 3	Job Satisfaction	
	3.1 Job Satisfaction - Definition, Meaning and Nature 3.2 Components of Job Satisfaction: Satisfaction with Work, with Pay and with Supervision 3.3 Measuring Job Satisfaction: Job Descriptive Index, Minnesota Satisfaction Questionnaire, Need Satisfaction Questionnaire, Faces Scale 3.4 Relationship of Job Satisfaction to Productivity and Withdrawal Behavior	
Chapter 4	Leadership	
	4.1 Leadership: Meaning, Nature and Styles 4.2 Approaches to Leadership: Human Relations, Theory X & Theory Y 4.3 Fiedler's Contingency Model and Conflict Resolution 4.4 Specific Leader Skills: a. Leadership through Power b. Leadership through Vision: Transactional and Transformational c. Leadership through Persuasion d. Leading the Next Generation	

Books For Reading:

1. Aamodt, M.G. (2007). *Industrial and organizational psychology: An applied approach*. US: Thomson & Wadsworth.
2. Aswathappa, K. (2015). *Organisational Behavior*. Mumbai: Himalaya Pub. House
3. Berry, L.M. (1998), reprint 2010. *Psychology at work: An introduction to Industrial and Organizational Psychology*. N.Y.: McGraw-Hill International Editions.
4. French (2015). *Organization Development: Behavioral Science Interventions for Organization Improvement*. 6/e, Pearson, Education
5. Kondalkar V. G. (2007) *Organizational Behavior*. New Delhi: New Age International (P) Limited, Publishers
6. Muchinsky, P. (2001). *Psychology Applied to Work*. 6th ed. New Delhi: Wadsworth

7. Robbins, S.P. Judge, T.A. Sanghi, S. (2009). *Organizational Behavior*. 13th ed. New Delhi: Pearson Education.
8. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8th ed. N.D.: Pearson Edu.
9. Sinha, J. B. P. (2008). *Culture & Organization Behavior*. New Delhi: Sage Texts
10. Gadekar, Jamaale and Rasaal (□□□□). □□□□□□□□ □ □□□□□□□□□□
□□□□□□□□□□. Diamond Publications