

ORGANISATIONAL PSYCHOLOGY

Semester	Subject Code	Category	Lecture		Theory		Practical	Credits
			Hrs/ Week	Hrs/ Sem	Hrs/ Week	Hrs/ Sem		
III	21CAPS3A	Allied-III	06	90	05	75	15	05

COURSE OBJECTIVE

This course gives an understanding about the aims and scope of Psychology in Organisational Context

COURSE OUTCOMES

On successful completion of the course, students will be able to

CO Number	CO Statement	Knowledge Level (K1-K4)
CO1	Recall the historical background of Organisational Psychology	K1
CO2	Discuss the importance of job attitude and motivation at workplace	K2
CO3	Understand the need for communication the development in an organization	K2
CO4	Interpret the individual and group behaviour needed to survive in an organization	K3
CO5	Apply coping techniques to manage workplace stress.	K3

MAPPING WITH PROGRAMME OUTCOMES

COS	PO1	PO2	PO3	PO4	PO5	PO6
CO1	S	S	M	M	M	M
CO2	S	S	S	S	M	M
CO3	S	S	S	S	S	S
CO4	S	S	S	S	S	S
CO5	S	S	S	S	S	S

S- Strong M-Medium L-Low

UNIT I

15 Hours

INTRODUCTION

Definition-Evolution of Organisational Psychology-Nature and Scope of Organisational Psychology- Subfields of Organisational Psychology-Employment of Organisational Psychology-Challenges of Organisational Psychology

UNIT II

15 Hours

JOB ATTITUDE AND MOTIVATION

Job Attitudes: Sources and Outcomes of Job Satisfaction- Sources and Outcomes of Organisational Commitment.

Motivation: Meaning - Process of Motivation-Motives of motivation-Content Theories of Motivation: Maslow's Hierarchy Theory, McGregor Theory X and Y, Herzberg's Two Factor Theory and Alfred's ERG Theory

UNIT III

20 Hours

ORGANISATIONAL COMMUNICATION AND DEVELOPMENT

Communication: Definition-Nature of communication- Process of Communication –Levels of Communication- Types of Communication- Improving Employee Communication Skills.

Organisational Development: Process-Types of OD interventions: Structural intervention: MBO, Quality Circle, TQM, Quality Work Life

UNIT IV

20 Hours

INDIVIDUAL DIFFERENCES AND GROUP DYNAMICS

Individual Differences: Personality- Big Five Personality traits –Ability: Intelligence, Physical Abilities and Social Skills.

Group Behaviour: Meaning- Types of Groups – Stages of Group Development- Process of Group Decision Making- Techniques of Group Decision Making-Dysfunctions of groups and teams-Ways to enhance team effectiveness

UNIT V

20 Hours

OCCUPATIONAL HEALTH

Conflict- Levels of Workplace Conflict: Intraindividual Conflict-Interpersonal Conflict-Intergroup Conflict-Organisational Conflict-Workplace stress due to conflict- Other Sources of Workplace Stress- Effects of Workplace Stress to the Employees: Physical, Psychological and Behavioral- Coping strategies to manage workplace stress.

Practicum:

(Note: Minimum of any two practicum should be carried out)

- Application of Psychological Assessment in Organisational Psychology: Job Satisfaction, Dexterity Test, Emotional Intelligence and Achievement Motivation
- Applications of any OD interventions
- Activities to enhance communication and team building.
- Survey on work life balance, occupational stress.

Distribution of Marks: Theory 100% and Problems 0%

TEXT BOOKS:

S.No	Authors	Title	Publishers	Year of Publication
01	Luthans, F.	Organizational Behavior: An Evidenced based approach.(13 th Edition)	Sage Publications New Delhi.	2011
02.	Robbins, Stephen P.,Judge,A.Timothy and Neharika Vohra	Organisationalbehaviour (18 th Edition)	Pearson Education,Inc,New Delhi	2019

REFERENCE BOOKS:

S.No	Authors	Title	Publishers	Year of Publication
01	Schultz, D and Schultz, S.E	Psychology and Work Today(10 th Edition)	Pearson Education Inc,New Delhi	2006
02	Muchinsky, P. M., & Culbertson, S. S.	Psychology applied to work	Hypergraphic Press, Summerfield, NC	2016
03	Eugene McKenna	Business Psychology and Organizational Behaviour, (5 th Edition)	Psychology Press, Distributed by I K International Pvt. ltd, New Delhi.	2012
04	Aamodt, M. G	Industrial/Organizational psychology: An applied approach	CengageLearning,Boston	2016
05	Khanka, S. S.	Organizational Behaviour, (2 nd Edition).	S. Chand and Co,New Delhi	2002

WEB SOURCES:

- ❖ https://bdpad.files.wordpress.com/2015/05/fred-luthans-organizational-behavior-_an-evidence-based-approach-twelfth-edition-mcgraw-hill_irwin-2010.pdf
- ❖ <https://www.slideshare.net/artistramakrishna/05-orgnl-dev-interventions>
- ❖ https://books.google.co.in/books?id=wfIXd6pDZ9kC&printsec=frontcover&source=gsbs_ge_summary_r&cad=0#v=onepage&q&f=false
- ❖ <https://sites.google.com/a/g.rit.edu/auknotes/industrial-organizational-psychology>
- ❖ <http://library1.ue-varna.bg:7480/ft/KNG/R0032391.PDF>
- ❖ https://books.google.co.in/books?id=hZOV01quO0C&printsec=frontcover&dq=industrial+and+organizational+Psychology&hl=en&sa=X&ved=0ahUKEwi12_iIos7lAhWE_XMBHY13BDkQ6AEIVzAG#v=onepage&q=industrial%20and%20organizational%20Psychology&f=false
- ❖ <https://online.csp.edu/blog/business/understanding-work-stress>
- ❖ https://books.google.co.in/books?id=Y3WACgAAQBAJ&printsec=frontcover&source=gsbs_ge_summary_r&cad=0#v=onepage&q&f=false

TEACHING METHODOLOGIES:

- Discussion through case study
- Secondary sources (Articles, journals)
- Visual aids
- Assignment and Seminar

SYLLABUS DESIGNERS:

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