

**Master of Business Administration
MBA Semester IV
Human Resource Management Specialization**

HRM-05 : Industrial Psychology

Marks: 100

Duration: 60 Hrs.

CREDITS: 4

Objective: The purpose of the course is to provide deep insights into certain concepts and practical aspects of Industrial Psychology.

Course Outcomes: The successful completion of this course shall enable the student to:

CO1: Understand the concept of Industrial-Organizational Psychology.

CO2: Apply Industrial Psychology to select, develop, and manage employees.

CO3: Comprehend how the theory and research are applied to work settings.

CO4: Create a stress-free environment at the workplace.

Contents:

UNIT	Content	Hours
I	Introduction: Industrial Psychology concept, Development of Industrial Psychology, Scope of Industrial Psychology, Major Problems of Industrial Psychology. Psychological Tests: Characteristics of Psychological Tests, Types of Tests, Importance, and Limitation of Psychological Tests.	11
II	Attitudes and Human Engineering: Meaning, Components of attitudes, attitudes measurement and change, cognitive dissonance theory; measurement the A-B relationship. Human Engineering – work study, time study, motion study. job Analysis, Job enlargement, job enrichment.	11
III	Learning & Development: Definition, theories: classical conditioning, operant conditioning. Conditions of the learning development process.	11
IV	Personality and Interpersonal Relationship: Meaning, theories of personality. Interpersonal Relationships and group dynamics. Determinants of interpersonal relationships; Management of interpersonal relationships, group dynamics: formal, informal groups, groups decision-making; group think & group shift.	12
V	Fatigue, Monotony, Boredom, Safety, Accidents, Organizational stress: major causes, major effects and coping with stress. Work and equipment design, working conditions.	10
	Small group learning exercise involving discussion, role-play, presentations by students	5

TOTAL	60
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Readings:

1. M.L. Blum and J.C. Naylor, Industrial Psychology, , GBS Publishers, Delhi.
2. E.J. Mc Cormic and Ilgen, Industrial Psychology, PHI New Delhi.
3. Drenth, Thierry, Williams and Wolf, Handbook of Work and Organizational Psychology
4. Robert C. Beck, Applying Psychology, understanding people, PHI
5. Maier, Psychology in Industry, Oxford & IBH.
6. Edger Schein, Organisational Psychology, PHI, New Delhi.

Pedagogy:

- ICT enabled Classroom teaching
- Case study
- Practical / live assignment
- Interactive classroom discussions
- Flipped classroom

Teaching Plan:

At the beginning of each semester, faculty teaching the course will provide (i) a Teaching Plan, (ii) an updated reading list, and (iii) a list of case studies for uploading on the Department website.

Facilitating the achievement of Course Learning Outcomes

Unit No.	Course Learning Outcomes	Teaching and Learning Activity	Assessment Tasks
I	Ability to understand the concept of Industrial-Organizational Psychology.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test
II	Ability to understand the Concepts and Practice of Attitude and Human Re-engineering.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test
III	Ability to apply the Learning and Development Theories at the workplace.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test
IV	Ability to understand Personality and Inter-Personal Relationships	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test
V	Ability to create a stress-free environment at the workplace.	Lecture/Video/ Case/ Presentation/Role Play	Class participation, Presentation, Viva/ test