

## **APPLIED PSYCHOLOGY**

### **Courses Offered by Department of Psychology**

#### **DISCIPLINE SPECIFIC CORE (DSC) COURSES OF APPLIED PSYCHOLOGY**

##### **Semester 6:**

- DSC 16: Perspectives in Mental & Behavioral Disorders
- DSC 17: Managing Human Capital at Workplace
- DSC 18: Cultural & Indigenous Perspectives on Psychology

## DISCIPLINE SPECIFIC CORE COURSE – 16

### CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITE OF THE COURSE

| Course title & Code                                     | Credits | Credit distribution of the course |          |                     | Eligibility criteria        | Pre-requisite of the course (if any) |
|---|---------|-----------------------------------|----------|---------------------|-----------------------------|--------------------------------------|
|   |         | Lecture                           | Tutorial | Practical/ Practice |                             |                                      |
| DSC 16: Perspectives in Mental And Behavioral Disorders | 4       | 3                                 | 0        | 1                   | Class 12 <sup>th</sup> Pass | Nil                                  |

### Learning Objectives

- To introduce the clinical picture and etiological understanding of Schizophrenia spectrum disorders, with a focus on Schizophrenia.
- To provide an understanding of personality disorders and substance-related disorders.
- To orient the learner to neurodevelopmental disorders.

### Learning Outcomes

- Understand the symptoms and causal factors of Schizophrenia.
- Recognize the clinical picture of substance-related disorders.
- Discriminate between different personality disorders.
- Identify children with neurodevelopmental disorders.

### Syllabus-

Unit – 1. Schizophrenia Spectrum Disorder (Clinical Picture and Dynamics) and Personality Disorders (Clinical Picture only): Schizophrenia; Antisocial Personality Disorder, Borderline Personality Disorder (15 Hours)

Unit – II. Somatic Symptom & Related Disorders, Substance Related Disorders and Gender dysphoria (Clinical Picture Only): Functional Neurological Symptom Disorder (Conversion

Disorder); Alcohol Use Disorder; Drug Abuse and Dependence (Opioids, Stimulants, Sedatives, Hallucinogens); Gender Dysphoria (18 Hours)

Unit – III. Neurodevelopmental Disorders (Clinical Picture Only) – Intellectual Developmental Disorder (Intellectual Disability)/ Specific Learning Disorder (Specific Learning Disabilities), Autism Spectrum Disorder, Attention Deficit Hyperactivity Disorder (12 Hours)

### **Suggestive Practicals (30 Hours)**

A total of two practicals from any of the following:

- Mental Status Examination (MSE).
- Assessment of mental disorders using a psychometric test.
- Assessment of IQ/ADHD using a psychometric test.
- Case study writing to examine/understand clinical picture, dynamics, diagnosis and differential diagnosis.
- Correlational study of demographic variables and a mental disorder.
- Analysis of mental illness related visual media/text to understand mental disorders.

### **Essential/recommended readings**

Arora, M.K. (2022). *Neurodevelopmental disorders in the Indian context: Different disorders speak different stories*. New Delhi: Prestige Publications.

Butcher, J.N., Hooley, J.M., & Mineka, S. (2014). *Abnormal psychology* (16th ed.). New York: Pearson.

Barlow, D.H. & Durand, V.M. (2013). *Abnormal psychology: An integrative approach* (7th ed.). Noida: Cengage Learning India Edition.

Kearney, C. A. & Trull, T. J. (2012). *Abnormal psychology and life: A dimensional approach*. Hyderabad: Wadsworth, Cengage Learning.

Kring, A.M., Johnson, S.L., Davison, G.C. & Neale, J.M. (2014). *Abnormal psychology* (12th ed.). New Jersey: John Wiley & Sons.

### **Suggested Readings**

Das, J.P. (2020). *Reading difficulties & dyslexia: Essential concepts and programs for improvement*. SAGE Publications India Pvt. Ltd.

Gururaj, G. et. al. (2016) *National mental health survey of India, 2015-16: Prevalence, patterns and outcomes*. Bengaluru: NIMHANS Publication No. 129.

Jena, S.P.K. (2013). *Learning disability: Theory and practice*. New Delhi: SAGE Publications India Pvt. Ltd.

Kapoor, S. & Jena, S.P.K. (2013). Emotional expression and self-concept of children with learning disabilities. *Indian Journal of Clinical Psychology*, 40 (2), 155-158.

Singh, A.K. (2016) *Modern abnormal psychology* (Hindi), Motilal Banarsidass Pvt Ltd.

**Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.**

## DISCIPLINE SPECIFIC CORE COURSE – 17

### CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITE OF THE COURSE

| Course title & Code                                | Credits  | Credit Distribution of the Course |          |                     | Eligibility Criteria              | Pre – requisite of the Course (if Any) |
|--|----------|-----------------------------------|----------|---------------------|-----------------------------------|--|
|  |          | Lecture                           | Tutorial | Practical /Practice |                                   |  |
| <b>DSC 17: Managing Human Capital at Workplace</b> | <b>4</b> | <b>3</b>                          | <b>0</b> | <b>1</b>            | <b>Class 12<sup>th</sup> pass</b> | <b>Nil</b>                             |

### Learning Objectives

The learning objectives of this course are as follows:

- To help students understand the various processes and practices related to Human Capital.
- To enable students to develop a connection between concepts, processes, and practices in organizations.
- Understanding counterproductive behavior in organizations.
- To develop an understanding of the importance of employee talent and job analysis in the workplace.

### Learning Outcomes

The Learning Outcomes of this course are as follows:

- Learners will be able to understand the different processes and practices related to human capital.
- Learners will be able to understand issues, functioning, and challenges of managing human capital in the workplace.
- Learners will be able to develop knowledge and skills related to recruitment, job analysis, employee, and talent management.

### Syllabus

Unit 1. Job Analysis and Talent Management. Basics of job Analysis, Methods for Collecting job

Analysis Information, Writing Job Description, Talent Management Process, Profiles in Talent Management: Competencies and Competency-Based Job Analysis. (15 Hours)

Unit 2. Attraction and Socialization: An Organizational Perspective. Recruitment Process: Applicant's Perspective, Organizational Socialization: Diversity in Organization. (15 Hours)

Unit 3. Counterproductive Behavior at workplace. Nature of Counterproductive Behavior, Ineffective Job Performance, Employee Absenteeism, Employee Turnover, Odd Forms of Counterproductive Behavior. (15 Hours)

### **Practical Component: (30 Hours)**

1. Understanding any one tool for human behavior (FIRO-B, 16PF, MBTI, CWB-C by Spector et al. (2006).
2. Case study on an Indian Organization based on primary data, on Job Analysis, Talent management, Organizational socialization, diversity in organizations, Counterproductive Work Behavior.

### **Essential/Recommended Readings**

- Aamodt, M. G. (2022). *Industrial/organizational psychology: An applied approach*. Cengage Learning.
- Dessler, G., & Varkkey, B. (2020). *Human Resource Management* (16th Edition). New Delhi, India: Pearson Education. (Unit 1: chapter 1, chapter 4; Unit 3: chapter 8)
- Jex, S.M.& Britt,T.W. (2014) *Organizational Psychology: A Scientist–Practitioner Approach*. John Wiley & Sons.
- Lynton, R. P., & Pareek, U. (2011). *Training for development*. SAGE publishing India.
- Rao, V.S.P. (2009) *Human Resource Management*. (2nd ed.). Excel books

### **Suggested Readings**

- Bulger, C. A., Schultz, D. P., & Schultz, S. E. (2020). *Psychology and work today*. Routledge.
- DeCenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2020). *Fundamentals of human resource management*. John Wiley & Sons.

Harzing, A-W., & Pinnington, A.H. (Eds.) (2014). *International Human Resource Management* (4th Edition) New Delhi: Sage.

Bhatnagar, J. & Budhwar, J. (2009). *The Changing Face of People Management in India*. London: Routledge.

Pareek, U. (2010) *Understanding Organizational Behaviour*. Oxford: Oxford University Press.

**Note:** Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.

## DISCIPLINE SPECIFIC CORE COURSE – 18

### CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITE OF THE COURSE

| Course title & Code  | Credits | Credit distribution of the course |          |                     | Eligibility criteria        | Pre-requisite of the course (if any) |
|--|---------|-----------------------------------|----------|---------------------|-----------------------------|--------------------------------------|
|  |         | Lecture                           | Tutorial | Practical/ Practice |                             |                                      |
| DSC 18: Cultural and Indigenous Perspectives on Psychology | 4       | 3                                 | 0        | 1                   | Class 12 <sup>th</sup> Pass | Nil                                  |

### Learning Objectives

- Understanding the concept of culture.
- Understanding the role of culture in understanding social behavior.
- Exploring psychological insights in the Indian thought traditions.

### Learning Outcomes

The Learning Outcomes of this course are as follows:

- By studying this course, the student will be exposed to the area of culture and behavior.
- By studying this course, the students will understand the cultural influence on social behavior.
- By studying this course, the students will become aware of the emerging issues and challenges of indigenization and the psychological perspective in Indian traditions.

### Syllabus -

Unit 1: An introduction to Cultural psychology: What is Cultural Psychology? Relationship between Culture and Psychology: A historical perspective; Dynamics of interdependence (self system and social system); Theoretical issues in cultural Psychology. (16 hrs.)

Unit 2: Culture, Self and Social Behavior: Culture and Social structure; Culture, self and identity;



Multicultural identities, Culture and social behaviour (15 hrs.)

Unit: 3. Indigenous Psychology: Indian Psychology – Implications and applications; Indian perspective on emotions, self and identity; Indigenization of psychology in India. (14 hrs.)

### **Practicum: (30 hours)**

A total of two practicals (from different units) of the following:

1. Studying culture as a variable
2. Cultural implication on self and identity
3. Exploring role of culture in social behaviour
4. Understanding Indian perspective on emotions, self and identity

### **Essential/Recommended Readings:**

- Adair, John. G. (2002). How International is International Psychology? *International Journal of Psychology*, 37, 160-170.
- Auluck, S. (2002). Self and identity. In G. Misra, and A. K. Mohanty (eds.), *Perspectives on indigenous psychology*. p. 374-398. New Delhi: Concept Publishing Company.
- Bansal, P. (2022). Insurrections of indigenous knowledges: Debating ‘critical’ in indigenous psychologies. *Culture & psychology*, 0(0). <https://doi.org/10.1177/1354067X221145897>
- Allwood, C. A. (2002) Indigenized psychologies, *Social Epistemology: A Journal of Knowledge, Culture and Policy*.16:4, 349-366, DOI: 10.1080/0269172022000064621
- Chaudhary, N., Misra, G., Bansal, P., Valsiner, J. & Singh, T. (2002). Making Sense of Culture for the Psychological Science. *Review of General Psychology*, Vol.0(0) 1- 17
- Fox, S. (2019). Culture and Psychology, Sage.
- Gergen, K. J. (2010). *The Acculturated Brain. Theory & Psychology Vol.20(6)*1-20
- Kitayama, S. & Cohen, D. (2007). *Handbook of Cultural Psychology*. The Guilford Publication New York.
- Miller, J.G. (1996). Theoretical issues in cultural Psychology. In Berry, J.W., Poortinga, Y., & Pandey, J. (Eds.) (1996) *Handbook of Cross-Cultural Psychology: Theory and Method*. (vol. 1), Boston: Allyn & Bacon.

Misra, G & Dalal, A.K. (2015). *Psychology for India: Essays by D. Sinha*. New Delhi: SAGE

Misra, G., & Gergen, K. J. (2002). On the place of culture in psychological science. In G. Misra, and A. K. Mohanty (eds.), *Perspectives on indigenous psychology*. p. 421-439. New Delhi: Concept Publishing Company.

Sinha, D. (1993), Indigenization of psychology in India and its relevance. In U. Kim and J. W. Berry (eds), 1993, *Indigenous Psychologies Research and Experience in Cultural Context* (Newbury Park: Sage Publications), pp. 30-43.

**Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.**