

APPLIED PSYCHOLOGY
DISCIPLINE SPECIFIC ELECTIVE

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE – REQUISITES OF THE COURSE

| Course title & Code | Credits | Credit Distribution of the Course | | | Eligibility Criteria | Pre – requisite of the Course (if Any) |
|---|----------|-----------------------------------|----------|--------------------|-----------------------------------|--|
| | | Lecture | Tutorial | Practic /Prac tice | | |
| DSE: 7 Learning and Innovation in Organization | 4 | 3 | 0 | 1 | Class 12th Pass | Nil |

Learning Objectives

The learning objectives of this course are as follows:

- To understand the advances and innovations in organizations in the context of information technology and globalization.
- To develop a conceptual understanding of organizational culture and values with a focus on the Indian context.
- To help students learn about various facets of a positive work environment and behavior in organizations.

Learning Outcomes

The learning outcomes of this course are as follows:

- Learners will be able to understand the advances and innovations taking place in organizations.
- Learners will be able to understand the role and impact of technology and globalization at the organizational level.
- Learners will understand different work cultures, work values, the notion of psychological safety, and a positive work environment in the Indian context.

Syllabus

UNIT 1- Information Technology, Innovation & Globalization. OB and advances in technology (Virtual organizations, telecommuting), OB and globalization, Innovations in Organizations: Startups, entrepreneurship. (15 hours)

UNIT 2- Organizational Culture & Values. Organizational Climate & Culture, Theories of Organizational culture, Organizational Values and Work Values. (15 hours)

UNIT 3- Positive Work Environment. Psychological Safety, PsyCap, Knowledge management, Positive Approach and Positive Thinking, Organizational Performance. (15 hours)

PRACTICAL COMPONENT: (30 hours)

Two practicums to be done, one each from the following two areas:

1. Case study on Technology/Innovation/Startups in Organizational settings from Unit 1.
2. Field based practical on Organizational Climate/Organizational Culture/Work Values from Unit 2.

Essential/Recommended Readings

Edmondson, A. C. (1999). Psychological Safety and Learning Behavior in Work Teams. *Administrative Science Quarterly*, 44(2), 350–383. <https://doi.org/10.2307/2666999>

Greenberg, J. (2011). *Behaviour in Organizations* (10th Ed.). Pearson. [Chapter 1, 14]

Luthans, F., Luthans, B.C. & Luthans, K.W., (2021) *Organizational Behavior: An Evidence-Based Approach*. Information Age Publishing.

Pareek, U. (2011). *Understanding Organizational Behavior* (2nd edition). Oxford. [Chapters 2, 3, 11 and 24]

Schein, E. H. (2004): *Organizational Culture and Leadership*, (3rd Ed), San Francisco, Jossey Bass. [Chapter 1, 2]

Sinha, J.B.P. (2008). *Culture and Organizational Behaviour*. New Delhi: Sage. [Chapter 2, 12, 13]

Suggested Readings

Edmondson, A. C. (2004). Psychological Safety, Trust, and Learning in Organizations: A Group Level Lens. In R. M. Kramer & K. S. Cook (Eds.), *Trust and distrust in organizations: Dilemmas and approaches* (pp. 239–272). Russell Sage Foundation.

Gautam, V., Ningthoujam, S., & Singh, T. (2019). Impact of Psychological Capital on Well-Being of Management Students. *Theoretical Economics Letters*, 09(05), 1246–1258.
<https://doi.org/10.4236/tel.2019.95081>

Rousseau, D. M. (1990): *Assessing Organizational Culture: The Case for Multiple Methods' In Schneider, B. (Ed.), Organizational Climate and Culture*, Oxford: Jossey Bass.

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