

**COMMON POOL OF GENERIC ELECTIVES (GE) COURSES**  
**B.A. (Hons.) Psychology & B.A. (Hons.) Applied Psychology**  
**First Year- Semester II**

**GENERIC ELECTIVES (GE-5):**  
**INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY**

**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
		Lecture	Tutorial	Practical/ Practice		
<b>GE-5: INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>12<sup>th</sup> Pass</b>	<b>Nil</b>

**Learning Objectives**

The Learning Objectives of this course are as follows:

- To understand the scope of organisational psychology
- Know about contemporary trends in industrial/ organisational behaviour
- Analyze motivational cycle
- To learn about theories of job satisfaction
- Examine varied theories and models of leadership
- To exhibit an experiential understanding of practical aspects of industrial/organisational psychology

**Learning outcomes**

The Learning Outcomes of this course are as follows:

- Developing knowledge of I/O Psychology, its nature, scope, trends and challenges.
- To develop a better understanding of the behaviour of the employees at workplace and how the factors like motivation, Job satisfaction and Leadership makes an organization effective and efficient

**SYLLABUS OF GE-5**

**UNIT – I (3 Weeks)**

**Introduction:** Definition of I/O, Nature and scope of I/O, Difference between Industrial and organizational psychology, Contributing disciplines to I/O, Brief understanding of Atharva Veda, Contemporary trends and challenges.

## UNIT – II (4 Weeks)

**Motivation and Job satisfaction:** **Motivation:** Definition, Motivational cycle, types (Intrinsic and extrinsic); **Job satisfaction:** Elements of Job satisfaction, theories (Maslow's Hierarchy of Needs, McClelland's Need theory, Vrooms' Expectancy theory, Alderfer ERG theory, Frederick Herzberg Two Factor Theory, Locke's Value Theory, Adam's Equity Theory, Porter and Lawler's Expectancy Theory).

## UNIT – III (4 Weeks)

**Leadership:** Definition of leadership, Contemporary theories (Transformational Leadership Theory, Transactional Leadership Theory, Charismatic Leadership Theory, Indigenous theories (Performance-maintenance theory, Nurturant task-participative model of leadership, consultative style of management and pioneering innovative theory of leadership)

## Practical component (4 Weeks)

**PRACTICAL:** Any two of the following based on GE-5: Industrial and Organizational Psychology. Each Practical Group will consist of 10-12 students.

1. Test/ scales ( topics mentioned in syllabus)
2. Business model analysis
3. Case study ( leadership)
4. Experiential activities like Role Plays

## Essential/recommended readings

- Greenberg & Baron, (2008). Behaviour in Organization, 9th (Ed.) Pearson. (Unit 2: Chapter 4; Unit 3: Chapter 12)
- Luthans, F, Brett C. Luthans, Kyle W. (2015). Organizational behaviour: An evidence based approach, 13th Edition. McGraw Hill (Unit 2 : Chapter 2 & 13)
- Parikh, N. & Gupta, R. (2010). Organization Behaviour. Tata Mc.Graw Hill Education, New Delhi (Unit 2: Chapter 7 & Chapter 8; Unit 3: chapter 18 & 19)
- Prakash, A. (2011). Organizational behaviour in India: An Indigenous Perspective. In G. Misra (Ed.), *Handbook of Psychology*, Oxford University Press.
- Robbins, S.P., Judge T.A. (2017) Essentials of Organizational Behaviour, Pearson Education. (Unit 1: Chapter 1, Unit 2: Chapter 7, Unit 3: Chapter 13)

## Suggestive readings

- Sharma, S. (2015). Globalizing Indian Thought through Indian Management Knowledge Tree. *IIM Kozhikode society & Management Review*, 4(1), 1-14.
- Sinha, J.B.P. (1995). *Cultural Context of leadership and Power*. Sage Publications.

## GENERIC ELECTIVES (GE-6: INTERGROUP RELATIONS)

### 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
		Lecture	Tutorial	Practical/ Practice		
GE6: INTERGROUP RELATIONS	4	3	1	0	12 <sup>th</sup> Pass	Nil