

CC2-L / SEC3-L

Industrial and Organizational Psychology And Applied Psychology

UNIT-1: INDUSTRIAL AND ORGANIZATIONAL (I/O) PSYCHOLOGY- NATURE AND SCOPE

- 1.1: I/O Psychology: Meaning, subject matter and functions of Industrial Psychology
- 1.2: The history of I/O Psychology
- 1.3: I/O Psychology in the present
- 1.4: Future of I/O Psychology

UNIT-2: PERSONNEL SELECTION AND TRAINING

- 2.1: Job Profile, job analysis and Recruitment techniques
- 2.2: Interviews, psychological testing and Needs assessment for training
- 2.3: Psychological Principles in training and training for knowledge and skill
- 2.4: Evaluation of Training Programme

UNIT- 3: EVALUATING JOB PERFORMANCE

- 3.1: Uses of performance evaluation: Downsizing, promotion, seniority
- 3.2: Sources of evaluation: The evaluator and performance appraisal
- 3.3: Appraisal rating systems: Graphic rating scales and rating errors
- 3.4: Non-rating evaluation methods: Checklists and comparison methods

UNIT-4: MOTIVATION AT THE WORKPLACE

- 4.1: Concept of work motivation
- 4.2: Need theories: McClelland, Herzberg
- 4.3: Cognitive theories: Goal Setting Theory, Self Efficacy Theory
- 4.4: Motivation: Self discipline – seven step process

UNIT-5: INTRODUCTION APPLIED PSYCHOLOGY

- 5.1 Definition, Nature and Scope of applied Psychology
- 5.2 Fields of Applied psychology

5.3 Clinical applications (classification of mental disorders DSM V , ICD 10 , therapies – CBT, Client centered therapy, REBT)

5.4 Cognitive Neuro Science (nature and major applications – PNI, EEG, MRI, CT, PET etc)

UNIT-6: APPLICATIONS IN EDUCATION

6.1 Definition, Nature and Scope of Educational Psychology

6.2 Effective Teaching – Learning Methodologies / Pedagogies (group discussions, projects, presentations, interactive methods)

6.3 Issues of Various Categories of Challenged Students – Physically, mentally, economically challenged, Intellectual Disabilities (ID)

6.4 Problems and Solutions to Educational Problems – physical environment, Government policies, school and higher education, Ashramshalas

UNIT-7: FAMILY AND DEVELOPMENTAL APPLICATIONS

7.1 Definition, Nature and Scope of Developmental Psychology

7.2 Issues of Adolescents (stress and strain, identity crisis, adjustment to physiological and psychological changes)

7.3 Family and Marital Problems and Solutions

7.4 Love, Relationships (dating, live in) and Break Ups

UNIT-8: SOCIAL ISSUES AND NEW TRENDS IN APPLIED PSYCHOLOGY

8.1 Role of Psychologists in tackling Social Issues (interventions, research, policy level work)

8.2 Psychology of Terror, Psychology of Corruption

8.3 Definition, Nature and Fields (correctional, investigative)

8.4 Criminal Psychology, Cyber Crimes, Violence (meaning and types), Investigative Procedures (role of the psychologist) Law – contribution of Psychology to law