

COURSE TITLE	PSYCHOLOGY IV: INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY
COURSE CODE	10BH1401
COURSE CREDITS	3

Objective:

- 1 To introduce students to the various theories of I/O Psychology.
- 2 To connect the basic principles of Industrial / Organizational Psychology to Personnel and Human Resources management within organizations.
- 3 To allow participants to explore ways in which individual career choices and work- life success can be improved through the benefits of I/O Psychology.

Course Outcomes: After completion of this course, student will be able to:

- 1 Understand the theoretical frameworks of psychology that can be applied to make an organization more effective and efficient
- 2 Articulate key ideas concerning organizational psychology including motivation, attitudes, stress, fairness, leadership, teams, and work behavior.
- 3 Demonstrate knowledge of the core psychological concepts in I/O Psychology.

Pre-requisite of course:N/A

Teaching and Examination Scheme

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
2	1	0	50	30	20	0	0

Contents : Unit	Topics	Contact Hours
1	Introduction: Historical antecedents of Organizational Behavior , Research methods in Organizational Behavior	5
2	Individual level processes Employee attitudes: Job satisfaction, Employee attitudes:Organizational Commitment, Employee attitudes:Organizational Citizenship Behavior, Work Motivation:Early theories: Maslow, McClelland, Two factor, Work Motivation: Contemporary theories: Goal setting, Equity, Expectancy	10
3	Dynamics of Organizational Behavior Communication in Organization, Organizational Stress: Causes, Moderators, Consequences, Stress Management, Group Behaviour (group dynamics, factors affecting group performance, group conflicts)	15
Total Hours		30

Suggested List of Experiments:

Contents : Unit	Topics	Contact Hours
1	Case Studies The Hawthorne Effect: A case study in flawed research methods , Sheryl Sandberg: An IT Industry Icon Supporting Women`s Self-empowerment , Glass Cliff Hires: Marissa Mayer at Yahoo, Meg Whitman at Hewlett Packard, Mary Barra at General Motors, Irene Rosenfeld at Mondelez (formerly Kraft) •, Employee Downsizing at OYO in 2020 , Taking on the Pepsi Challenge: The Case of Indra Nooyi • Coca-Cola`s decision to launch “New Coke” in 1985 (A case of Groupthink) , KPMG: Motivating Employees Through a Deeper Sense of Purpose (Employee Motivation), Ethical Leadership: Ratan Tata and India's Tata Group	15
Total Hours		15

Textbook :

- 1 Organizational Behavior (12th Ed), Robbins, S. P. & Judge, T.A, New Delhi: Prentice Hall of India, 2007

References:

- 1 Organizational Behavior: Managing People & Organizations. , Organizational Behavior: Managing People & Organizations. , Griffin, R.W. & Moorhead, G., New Delhi: Biztantra publishers., 2009

Suggested Theory Distribution:

The suggested theory distribution as per Bloom`s taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking / Creative
10.00	10.00	30.00	10.00	20.00	20.00