**Shyama Prasad Mukherji College**

**Teaching Plan**

**Course and Year: B.A. (H) Applied Psychology – 3rd year**

**Semester: 5th (July 2022-2023)**

**Taught individually or shared: Shared**

**Paper: Foundation of Industrial/ Organizational Psychology- I**

**Faculty: Dr. Suruchi Bhatia**

**No. of Classes** (per week)**: 02 lectures and 04 practicals**

**Programme Objective:** The LOCF approach aims to provide a focused, outcome-based syllabus at the undergraduate level with an agenda to structure the teaching-learning experiences in a more student-centric manner. The LOCF approach has been implemented to strengthen students’ experiences.

B.A.(Hons)Applied Psychology clearly elaborates its nature and promises the outcomes that are to be accomplished by studying the courses. The programmes also state the attributes that it offers to be inculcated at the graduation level. The graduate attributes encompass values related to well-being, emotional stability, critical thinking, social justice and also skills for employability. In short, this programme prepares students for sustainability and life-long learning.

**Course Objective:**

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| **Teaching Plan** |
| 1. **Name of the Unit:**   **UNIT I**:Historical Background of Industrial and Organizational Psychology with inputs from India; Understanding Organizational, Psychology, Organizational Behaviour (OB); OB Models (Robbins and Parikh & Gupta); Elements of Organizational structure; Common Organizational Designs and New Design Options  **UNIT IV**: Training: Concept and model; On and off -the site training methods, Management training methods; Evaluation of training. |
| **Readings (in APA format)** |
| **Readings prescribed in the syllabus for each unit**  **Unit I: Introduction**   1. Luthans, F, Brett C. Luthans, Kyle W. (2015). Organizational behaviour: An evidence based approach, 13th Edition. McGraw Hill Unit1: (Chapter 1, Chapter 3) 2. Parikh, N. & Gupta, R. (2010).Organization Behaviour. Tata Mc.Graw Hill Education ,New Delhi (Unit 1: Chapter1, Chapter,20) 3. **Unit IV: Training** 4. Lynton,R.P. &Pareek,U.(1990) Training for development ,Sage India (Unit 4)   **b.) Readings, e- references to be given to students but not prescribed in syllabus (if any) for each unit**   1. Greenberg, J and Baron, R.A. (2011) Behavior in Organizations. 10th ed. Prentice hall of India Pvt. Ltd 2. Jex, Steve M. &. Britt, Thomas W (2014) Organizational Psychology: A Scientist-Practitioner Approach, 3rd Edition, Wiley International. 3. Kondalkar V.G. (2007). Organizational Behaviour. New Delhi. New Age International (P) Ltd., Publishers. 4. Luthans, F. (2011). Organizational behaviour:An evidence based approach,12th Edition. McGraw Hill. 5. Muchinsky, P.(2007). Psychology applied to work: An introduction to Industrial and Organizational Psychology. NC: Hypergraphic Press. 6. Pareek, U. (2010). Understanding Organizational Behaviour. Oxford: Oxford University Press. 7. Robbins, S.P., Judge T.A. and Sanghi, S.(2009) Essentials of Organizational Behaviour,10th edition. Pearson Education, India.   <https://www.researchgate.net/>  [www.apa.org](http://www.apa.org)  [www.jstor.org](http://www.jstor.org)  <https://du.remotlog.com/resources>  <https://sk.sagepub.com/books/understanding-occupational-and-organizational-psychology/n3.xml>  <https://workplacepsychology.pressbooks.com/chapter/psy104_ch01/> |
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**No. of classes required to complete the unit (approx.):**

1. **Unit I: No of Classes: 16**
2. **Unit II: No of Classes: 14**

**Sub topics to be covered and their order along with the respective time frames (if any)**

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| Unit | Sub-topics | Time-frame |
| Unit I | -Historical Background of Industrial and Organizational Psychology with inputs from India,  Understanding Organizational Psychology  Organizational Behaviour (OB)**,**  OB Models**,**  Elements of Organizational structure**,**  Common Organizational Designs,  New Design Options | 3rd week of July  1st week of August  2nd week of August.  3rd week of August  4th week of August    1st week of September |
| Unit IV | Training: Concept and model:  on the site training methods  off the site training methods,  Management training methods  Evaluation of training | 2nd week of September  2nd week of Oct  3rd week of October  4th week of October  1st week of November  2nd week of November- Revision |

**Methodology of Teaching:** This paper provides understanding of the historical and contemporary trends in the domain of organisational psychology. The approach would be to bridge gap between ideas and their execution, and facilitating new managerial practices adapted to emerging business realities. The curriculum offers interactive interaction between students and teachers using pedagogical technological such as lectures, technology- enabled learning, classroom discussions, use of case studies/films and documentaries/fiction, field visits, workshops etc. Furthermore, paper gives emphasis on research practical’s using psychometric tools and quantitative-qualitative techniques to be applied in field and experimental setting. The nature of practicals demand smaller groups (10-12 students). The vision is to make every single teacher attentive to the needs of students and to make teaching a collaborative, interactive, and learning experience. (Videos from Swayamprabha, e- pathshala, YouTube, National Digital Library).

**ASSESSMENT**

**Tentative date of assessments/ assignments (time frame):** Assignment- 4th week of August 2022 Class test**-** mid Oct 2022**,** viva voce- 16 November 2022 onwards

**Criteria of Assessment**: Test, Assignment, presentation, Quiz, Viva-voce

2