



Master of Arts (CBCS)
M.A., Psychology: Semester: I

Course Code	PA01EPSY52	Title of the Course	Advanced Industrial Psychology
Total Credits of the Course	4+1	Hours per Week	05

Course Objectives:	<ol style="list-style-type: none"> 1. To introduce major topics (<i>Recruitment, Training & Job Satisfaction</i>) and organizational safety. 2. To increase the understanding of the complicated systems of individual and group psychological processes involved in the world of work. 3. To connect the basic principles of Industrial Psychology to personnel and human resources management within the organization
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Course Content		
Unit	Description	Weightage*(%)
1.	Introduction: Definition, Nature, and scope of Industrial Psychology: 1.1: Definition , Nature and goals of Advanced Industrial Psychology, 1.2: History of Advanced Industrial Psychology, 1.3: Major problems of Advanced Industrial Psychology 1.4: Basis of Industrial Psychology, 1.6: Different concept development of A/I/Psychology, 1.7: Role of Psychologist in modern Industries, 1.8: Scope of Advanced Industrial Psychology	25%
2.	Personnel selection and Training: 2.1: Meaning and objectives of personnel selection, 2.2: Factors of personnel selection, 2.3: Importance of personnel selection, 2.4: Techniques of personnel selection, The Interview techniques, The Psychological tests techniques 2.4, Step in Industrial employees training 2.5 Objective and Types of Industrial employees training , 2.6: Methods of Industrial Training 2.7: Uses, Needs of importance of Industrial employees training	25%
3.	Time and motion study and Accident: 3.1: What is time and motivation study?, Objectives of time and motion study 3.2: Experimental studies related to time and motion Study	25%





	3.3: Evaluation and Limitations of Time and Motion studies 3.4: Suggestions for improving time and motion study 3.5: Meaning of accident and accident proneness, 3.6 Effects and Causes of Industrial accidents 3.7 : Prevention of Accidents	
4.	Job-satisfaction: 4.1: Meaning of Job-satisfaction , 4.2: Attitudes, Morale and Job-satisfaction 4.3: Determinants of Job-satisfaction , 4.4: Objective measures of Job-satisfaction, 4.5: Subjective measure of Job-satisfaction, 4.6: Job-satisfaction and Productivities , 4.7: Theories of Job-satisfaction, 4.8: Methods improving Job-satisfaction	25%
Teaching-Learning Methodology	Assignment method, -Group discussion, Lecture method, -Power point presentation, -Seminar.	
Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal Written / Practical Examination (As per CBCS R.6.8.3)	15%
2.	Internal Continuous Assessment in the form of Practical, Viva-voce, Quizzes, Seminars, Assignments, Attendance (As per CBCS R.6.8.3)	15%
3.	University Examination	70%
Course Outcomes: Having completed this course, the learner will be able to		
1.	Students would learn the benefits of productivity, team-building, employee engagement and job-satisfaction.	
2.	The complete understanding of psychological assessment and training would be essential phenomena to impart the learning of organizational behaviour.	
Sr. No.	Suggested References:	
1.	Bass D.M.(19650): Organizational Psychology, Boston and Allyn Bacon	
2.	Dennis Coon: Introduction to psychology-Exploration and Application-8th edition	
3....	Dr .B.A. Parikh (1973, 89,& 2012, 2015) Industrial psychology	
4.	Dannette, M.D (1976): Hand book of Industrial and Organizational Psychology	





5.	. Edgar H. Schein (1983): Organizational psychology.
6.	Katz D.Kahn, R.L.(1976): The social psychology of organizations
7	. Mohammad Suleiman and vinay chaudhri (2010) Modern Industrial and Organizational Psychology
8.	11. Ronald.e.riggio (2011) Introduction to industrial and organizational psychology
9.	Sharma, R.A.(1982): Organizational theory and behavior

On-line resources to be used if available as reference material

<http://www.tuw.edu/program-resources/role-of-an-organizational-psychologist/>

<https://www.universalclass.com/articles/business/i/o-psychology-the-process-of-employee-selection.htm>

<https://www.britannica.com/topic/time-and-motion-study>

[http://psychology.iresearchnet.com/industrial-organizational-psychology/job-satisfaction/#:~:text=Job%20satisfaction%20is%20traditionally%20defined,of%20the%20job%20\(thoughts](http://psychology.iresearchnet.com/industrial-organizational-psychology/job-satisfaction/#:~:text=Job%20satisfaction%20is%20traditionally%20defined,of%20the%20job%20(thoughts)

