



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

Course Code	PA01EPSY55	Title of the Course	Ergonomics and Industrial Psychology
Total Credits of the Course	4+1	Hours per Week	05

Course Objectives:	<ol style="list-style-type: none">1. To obtain basic knowledge in the application of ergonomic principles to design of industrial workplaces.2. To learn how the science of human behavior is used to select, develop, and manage employees3. To learn how organizations can create a supportive work environment4. To develop an understanding of how theory and research are applied to work settings
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Course Content		
Unit	Description	Weightage* (%)
1.	Concept of Human Engineering 1.1: Definition and Nature of human engineering 1.2: Man and Machine system of human factor engineering 1.3: Goals and characteristics of human engineering 1.4: Antecedents factors of Historical development of human engineering 1.5: Importance or Uses of human engineering in industry	25%
2.	Job Design 1.1: Meaning and Nature of job design 1.2: Approaches of job design, job specialization, scientific management 1.3: Employee-response approach: Job rotation and job enlargement 1.4: Job enrichment 1.5: An integrative Model of job design	25%
3.	Industrial Morale 1.1: Nature and characteristics of industrial morale 1.2: Determinants of industrial morale 1.3: Measurement of industrial morale 1.4: Methods of measuring morale 1.5: Morale and production	25%
4.	Vocational selection and Vocational guidance 1.1: Nature and Meaning of vocational selection 1.2: Methods and problems of vocational selection	25%





	1.3: Importance and advantages of vocational selection 1.4: Meaning, nature and goals of vocational guidance 1.5: Methods of vocational guidance	
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Teaching-Learning Methodology	Assignment method, -Group discussion, Lecture method, -Power point presentation, -Seminar.
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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.	The concepts of human engineering and its applications for the industrial development would be an essential key learning for the students.
2.	The learning of Industrial psychology would enhance the skills to work with the Human Resource Department, to understand employee's behavior and to access organizational practices and work flows.
3.	Students would learn to develop the selection assessment and different aspects of organizational training.

Suggested References:	
Sr. No.	References
1.	Anne Anastasi: Field of Industrial Psychology. Mc Graw Hill New York
2.	Barbour ,R. (2007), Doing Focus Groups. Los Angeles: Sage Publication.
3.	Smith H. C. (1998): Psychology in Business & Industry. McGraw Hill. (BF 56 B3)
4.	Harrel T. W. (1976) : Industrial Psychology. (Roinhar-Ox. B. Co. Calcutta).
5.	Pareek, Uday & Rao, T. V. (1998). Designing & Managing Human Resource Systems. Oxford & IBH, New Delhi. (HF 5549.P2)
6.	Von Haller Gilmer (1968):Industrial Psychology New York : Mc Grew Hill and Kogakasha





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(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))
Syllabus with effect from the Academic Year 2021-2022

7.	Majer N.R.F (1970): Psychology in Industry Psychology :New Delhi : Prentice Hall, India
8.	Ghosh, P. K. & Ghorpade, M. B. (2001). Industrial Psychology. Himalayan Publishing House, Bombay. (BF 56 G4I6)
9.	Mohan Dinesh (2008). Industrial Psychology. (HF 5548 .8 M6I6)

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

On-line Resources

<https://www.britannica.com/topic/human-factors-engineering>

<https://www.managementstudyhq.com/approaches-to-job-design.html>

<https://www.economicdiscussion.net/human-resource-management/employee-motivation/employee-morale/32219>

<https://www.yourarticlelibrary.com/employee-management/vocational-guidance-meaning-definition-and-principles-of-vocational-guidance/25958>

