



M.A., Psychology
Semester -II

Course Code	PA02EPSY52	Title of the Course	Developmental Organizational Psychology
Total Credits of the Course	4+1	Hours per Week	05

Course Objectives:	<ol style="list-style-type: none"> 1. To provide insight into the historical development and key concepts of the organization 2. To help the students to comprehend the role of organizational behaviour change in the organization 3. To get acquainted with the employees Motivation job attitudes behavioural communication and leadership 4. To impart knowledge for the organizational approaches, diagnosis, scientific management Introduction, definition, and concepts of communication and leadership training in organization.
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Course Content

Unit	Description	Weightage*(%)
1.	Basic Concept of Organizations: 1.1: Definition and Concept of organization. 1.2: Nature or forms of Organizational Psychology. 1.3: Objective and Scope of Organizational Behavioral Psychology. 1.4: Characteristics of OBD Psychology. 1.5: Foundations of different branch of Organizational behavioural Psychology. 1.6: future of Organizational behavioural Psychology. 1.7: significance of Organizational behavioural Psychology. 1.8: Approaches of Organizational behavioural Psychology.	25%
2.	Organizational Behavioural Change and Development : 2.1: Introduction, 2.2: Principles of organizational Management, 2.3: Models of Organizational behavioural Psychology. 2.4: Purpose of Organizational Diagnosis, 2.5: Index or criteria of Organizational Diagnosis, 2.6: Forces or factors of Organizational diagnosis change, 2.7: Essential futures of scientific management, 2.8: Benefits of Organizational developmental Psychology. , 2.9: Limitation of Organizational developmental Psychology. 2.10: Taxonomy of Organizational research.	25%
3.	Organizational Behavioural Communication: 3.1: Introduction, definition, and concepts of communication, 3.2: Fundamental of communication, 3.3: Nature and objectives of communication, 3.4: Function and process of communication, 3.5: Directions of the flow of communication, 3.6: Media and Channel of communication, 3.7: Communication Network, 3.8: Basic Theories of communication,	25%





	3.9: Research on communication Process, 3.10: Important role of communication, 3.11: Effective communication, 3.12: Barriers of effective's communication, 3.13: Guideline for effective's communication	
4.	Leadership Theory of Organizational behavior: 4.1: Definition of leadership of Organizational behavior, 4.2: Nature of leadership of Organizational behavior, 4.3: Foundation of leadership, 4.4: Personality trait or characteristics of a leader 4.5: Types of leadership or leader, 4.6: Classical studies of leadership, 4.7: The trait theory and The situation theory of leadership, 4.8: Fiedler's contingency theory, 4.9: Max Weber's ideal bureaucracy theory	25%

Teaching-Learning Methodology	Lecture Method Power point presentation
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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.	To learn by Students of gain the knowledge about the importance fundamental concepts of organizational behaviour Psychology
2.	The fundamental concepts of communication and leadership would be essentials aspects of learning for the students to comprehend the organizational change and development
3.	Students would learn the essentials concepts like significance, Organizational developmental, communication and leadership.

Suggested References:	
Sr. No.	References





1.	Duane Schultz, Sydney Ellen Schuttz Psychology and work today (7 th edition) Printice Hall, International edition
2.	□Dinett, M.D (1976) Hand book of Industrial and Organizational psychology
3.	Luthans Fred (2005) Organizational behaviour (Tenth Edition) McGraw Hill International edition
4.	Ronald. E.Riggio (2011) Introduction to industrial and organizational psychology
5.	Robbins S.P (1999) Organizational theory, structure, design, and Applications (3 rd edition) Prentice hall of India
6.	Robbins S.P (2009) Organizational behaviour (12 th edition) Prentice hall of India, New Delhi
7.	Jones, G and Mathew M (2009)) Organizational theory, Design and Change (5 th edition) Pearson Eductation Inc. new Delhi

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

On-line Resources

<https://www.economicdiscussion.net/management/organisational-behaviour/31869>

https://www.tutorialspoint.com/management_principles/management_principles_organizing.htm

<https://www.granite.pressbooks.pub/organizationalcmmunibation/chapter/chapter->

<https://www.organizationalpsychologydegres.com/lists/5-qualities-of-an-effective-leader/>

