

SARDAR PATEL UNIVERSITY
Programme & Subject: Master of Human Resource Development (MHRD)
Semester: II
Syllabus with Effect from: November - 2013

Paper Code: PA02CHRD01	Total Credit: 4
Title Of Paper: Industrial Psychology	

Unit	Description in Detail	Weightage (%)
I	Industrial Psychology: Definition, Nature, Scope of Industrial Psychology,	20%
II	Psychological Test: Definition, Nature, Steps in test development, Classifications of psychological test, Advantages and disadvantages of testing. Intelligence: Test of intelligence, the standford –Binet test and the Wechsler scale, Otis test Multifactor tests, Test of Mechanical ability, Test of Clerical ability, Personality tests.	30%
III	Evaluation of Employee’s Performance and Job satisfaction: Judgmental methods of Employee performance, Errors in ratings. Job satisfaction, Determinants of job satisfaction, measurement of job satisfaction, Theories of job satisfaction. Human factor Engineering: Time and motion study, Principles of motion economy, Best method of work. The Concept of human factor engineering The nature of man and machine system Psychological Principles of machine design and control devices.	30%
IV	Industrial Counseling: Definition, Need for counseling, objective of counseling, Steps in counseling process.	20%

Basic Text & Reference Books:-

- Blum W.L.: Industrial Psychology – CBS Publisher and Distributors, New Delhi – 1984
- P.K. Gosh & M.B.Ghorpade: Industrial Psychology – Himalaya Publishing House, Mumbai 1998
- Srivastava & S.Kumar: Industrial Psychology – Printwell Publishers, Jaipur 1990
- Chaube SP: Industrial Psychology – Himalaya Publishing House , Mumbai 2000
- Tiffin & MecCormic : Industrial Psychology, Prentice- Hall of India Pvt. Ltd. New Delhi.



