

**DEPARTMENT OF PSYCHOLOGY
B.SC (INTEGRATED) SYLLABUS**

Semester	Code	Paper Title	Credit
I	PSY- UG-101	Psychological Processes-I	4
II	PSY- UG-201	Psychological Processes-II	4
III	PSY- UG-301	Social and Cultural Psychology	4
IV	PSY- UG-401	Human Development	4
	PSY- UG-402	Clinical and Health Psychology	4
V	PSY- UG-501	Research Methods and Statistical Applications	4
	PSY- UG-502	Personality and Self: Theories and Applications	4
VI	PSY- UG-601	Environmental Psychology	4
	PSY- UG-602	Community Psychology and Social Change	4
	PSY- UG-603	Psychological Assessment	4
	PSY- UG-604	Counselling and Psycho-therapy	4
	PSY- UG-605	Psychology of Human Resources	4
	PSY- UG-606	Organizational Psychology	4
	PSY- UG-607	Educational Psychology: Basic Principles for Teaching	4
	PSY- UG-608	Education of the Disadvantaged	4

Semester I

PSY-UG-101: Psychological Processes-I

Unit I: Introduction, Attention, and Sensation

Nature, definition, methods, goals and branches, historical development and current status.

Attention: Nature, Determinants, Models.

Sensation: Introduction to psychophysics: Basic concepts and methods.

Unit II: Perception, Intelligence and Creativity

Perception: Nature; Perception of depth, form, space, movement and time; Perceptual constancies and illusions; Factors influencing perception; Extra Sensory Perception.
Intelligence: Nature, Theories, Classification, Nature-Nurture controversy,
Creativity: Improving cognitive health.

Unit III: Motivation, Emotions and Personality

Motivation: Nature, Theories; Biological motives: hunger and Sex; Social motives: Affiliation, Achievement and Power.

Emotions: Nature, Components of an emotional reaction, Theories, Relationship between emotion and cognition, relationship between emotion and motivation. Measures of physiological changes in emotion.

Personality: Meaning, nature, and determinants; Introduction to and classification of personality theories; Assessment

Unit IV: Suggested Practicum: Select any 4 of the following:

- Simple Reaction time
- Recognizing emotions
- Knowledge of results
- Personality test
- Span of attention
- Fluctuation of attention
- Intelligence
- Creativity
- Method of Limits- RL or DL (Psycho-physics)

Readings:

1. Baron, R.A. (2007). Psychology (Fifth edition) New Delhi: Pearson Prentice-Hall of India.
2. Chaplin, P., & Kraweic, T.S. (1974). System and Theories in Psychology. New York: Holt, Rinehart & Winston.
3. Ciccarelli, S.K. and G.E. Meyer. 2008. Psychology. New Delhi: Longman.
4. Gerrig & Zimbardo, P. (2000). Psychology and life. 17th edition. Pearson education, N. Delhi.
5. Marx, M.H. & Hillix, W.A. (1987). Systems and Theories in Psychology. New York: McGraw Hill.
6. Passer, M. W. and R. E. Smith. 2007. *Psychology: The Science of Mind and Behaviour*. New Delhi: Tata McGraw-Hill.
7. Sam Manickam. Experimental Psychology
8. Schultz, D. (1985). A History of Modern Psychology. New York: Academic Press.
9. Smith, E.E., et-al. 2003. *Atkinson and Hilgard's Introduction to Psychology*. Belmont: Thomson Wadworth.
10. Wolman, B.H. (1973). Handbook of Psychology. New Jersey: Prentice Hall.

Semester II

PSY-UG-201: Psychological Processes-II

Unit I: Learning

Nature, Conditioning, Cognitive Learning, Observational Learning, Biological Constraints in Learning, Applications.

Unit II: Memory and Cognition

Memory- Nature, Models: Information-processing model, Levels of processing framework, Baddeley's model of working memory;

Types of memory: Explicit vs. implicit memory, Forgetting, Amnesia, Applications.

Cognition- Thinking: Concepts, Propositions and Imagery; Problem solving: steps, methods, obstacles; Reasoning: Deductive and Inductive, decision-making: Heuristics and Biases; Relationship between thinking and language, Applications.

Unit III: Physiological Psychology, Nervous System and Endocrine System

Physiological Psychology: Introduction; Nature and Methods

Nervous System: Introduction, structure, and Function

Endocrine System: Pituitary, thyroid, parathyroid, pineal, pancreas and adrenal glands

Unit IV: Suggested Practicum: Select any 4 of the following:

Physiological measures (Nexus 10)

Biofeedback (Nexus 10)

Verbal Learning

Memory/ Effect of Imagery

Problem Solving

Level of Processing

Serial position effect

Readings:

1. Baron, R. 2007. Psychology. 5th edition. Pearson, New Delhi. Sam Manickam. Experimental Psychology
2. Carlson, N.R. 2007. *Foundations of physiological Psychology*. 6th ed. Pearson Education.
3. Ciccarelli, S.K. and G.E. Meyer. 2008. Psychology. New Delhi: Longman.
4. Leukel, F. 1968. *Introduction to Physical Psychology*. Saint Lewis: Mosby Company.
5. Morgan, C.T., King, R.A., Weisz, J.R., & Schopler, J: Introduction to Psychology. (International Student Edition) McGraw Hill Book Co., 1986.
6. Passer, M.W. and R. E. Smith. 2007. *Psychology: The Science of Mind and Behaviour*. New Delhi: Tata McGraw-Hill.
7. Schultz, D. (1985). A History of Modern Psychology. New York: Academic Press.
8. Smith, E.E., et-al. 2003. *Atkinson and Hilgard's Introduction to Psychology*. Bangalore: Thomson Wadworth.
9. Wolman, B.H. (1973). Handbook of Psychology. New Jersey: Prentice Hall.
10. Woodworth, R., & Schlosberg, (1976). Experimental Psychology. New York: Holt and Rinehart.
11. Zimbardo, P.G. & Weber, A.L.: Psychology, Harper Collins College Publishers. New York, 1997.

Semester III

PSY-UG-301: Social and Cultural Psychology

Unit I: Introduction to Social and Cultural Psychology

Nature, goal and scope of social psychology and cultural psychology;

Social psychology and other social sciences;
Methods of social psychology: Experimental and non-experimental methods;
Introduction to cross-cultural research.

Social Perception and Cognition

Perceiving ourselves: self- concept, self- esteem, self presentation and self expression
Perceiving others: Forming impressions, Models of information integration, Primacy and recent effects;
Attributions of causality: Theories and biases.

Unit II: Attitude

-Nature and functions of attitude,
-Attitude and behavior,
-Formation, change and measurement of attitude.

Prejudice and Discrimination

-Nature and components of prejudice;
-Acquisition of prejudice; Reduction of Prejudice

Group and Leadership

-Introduction to group structure, function, and dynamics;
-Norms and decision making;
-Introduction to leadership: Definition, functions, and leadership styles.

Unit III: Human relationship

-Introduction to and types of human relationship
-Initial attraction
-Close relationship
-Romantic love

Inter-group conflict

-Introduction to group conflict,
-Nature and theories of group conflict.

Unit IV: Suggested Practicum: Report on any 1 of the following:

-FIRO-B
-Sociogram

Readings:

1. Alcock, J.E., Carment, D.W. Sadava, S.W., Collins. 1987. *A Textbook of social psychology*. Scarborough, Ontario: Prentice Hall/Bacon.
2. Baron, R.A., Byrne, D. 1998. *Social Psychology: Theories, Research and Application*. New York: Mc Graw Hill.
3. Jowett, G.S. & O'Donnell, V. 1992. *Propaganda and persuasion*. NewvDelhi: Sage.
4. Lindsey, G. & Aronson, E. (Eds.) 1985. *The Handbook of Social Psychology*. NY: Random House.
5. Lorden. Farr, R.M. 1996. *The roots of modern social psychology*. Oxford: Blackwell.
6. Meltzer, B.N. & et.al. 1975. *Symbolic Interactionism: Geneses, Varieties and Criticism*. London: Routledge.
7. Misra, G. (Ed.). 1990. *Applied social psychology in India*. New Delhi: Sage.
8. Myers, D.G. 1994. *Exploring Social Psychology*. New York: Mc-Graw Hill.
9. Nye, J.L. & Brower, A.M. 1996. *What is Social about Social Cognition?* Thousand Oaks: Sage.
10. Semin, G.R and Fielder, K. 1996. *Applied Social Psychology*. London: Sage.
11. Smith, E. R., Mackie, D. M. (2007). *Social psychology*. New York: Psychology Press.

Semester IV
PSY-UG-401: Human Development

Unit I: Life Cycle Approach to Development

Introduction to human development; historical Perspectives;

Multidisciplinary approaches to the study of human development; Brief overview of stages of human development;

Brief overview of stages in human development across the life span.

Theories of Human Development

Piaget, Vyogotsky, Kohlberg, Erik Erikson.

Unit II: Childhood

Beginning, early childhood, middle childhood; physical, cognitive and psychosocial development.

Adolescence: Physical, cognitive and psychosocial development.

Adulthood: Young adulthood, middle adulthood, late adulthood; Physical, cognitive and psychosocial development.

Unit III: Problems of aging

Problems and Issues of Human Development in the Indian Context: Childhood and Schooling; Mid-life crisis; Old Age and isolation.

Unit 4: Suggested practicum activities: Report on any 1 of the following in a standard format:

Visit to old age home

Visit to pediatric clinic

Visit to play school

Visit to primary school

Visit to high school

Visit to college

Any other institute

Readings:

1. Berk, L.E. 1997. *Child Development*. Boston: Allyn and Bacon.
2. Brodzinsky, D.M. *et-al.* 1986. *Life Span human Development*. New Delhi: CBS Publisher.
3. Papalia, D.E.; Olds, S.W., & Feldman, R.D. 2004. *Human Development*. 9th edition. Mc- Graw Hill Publication.
4. Hoffman, L, Scott P, & R. Scholl. 1998. *Developmental Psychology Today*. Mc Graw Hill Publication.
5. James W Vander Z. 1997. *Human Development*. 6th International Edition. Mc Graw Hill Publication.
6. Hurlock, E. (1997). *Child Development*. Mc-Graw-Hill, New Delhi.
7. Papalia, Olds, & Feldman (2006). *Human Development*. 9th Edition, Tata-McGraw-Hill.

Semester IV

PSY-UG-402: Clinical and Health Psychology

Unit I: Introduction

Concept of normality and abnormality; models of abnormality, causal factors
Delusional Disorders: Nature and Types; Schizophrenia, Paranoid disorders
Mood Disorders: Unipolar and Bipolar disorders

Unit II: Anxiety disorders

Generalized Anxiety Disorder; Panic Disorder; Phobic disorders; Obsessive- compulsive disorders
Somatoform & dissociative disorders: Somatoform disorders; somatization disorders-hypochondriacs;
Conversion and dissociative disorders.
Stress and Adjustment Disorders: Symptoms, causes & Effects of stress; Burnout; Coping with Stress; Post-traumatic stress disorder

Unit III: Personality Disorders

Introduction to paranoid, schizoid, antisocial disorders, dependent personality- alcohol and substance abuse.
Therapies: Introduction to biologically oriented therapies: electroconvulsive therapy, pharmacological methods;
Introduction to psychoanalytical and behavioral therapies.
Health and Well Being: Positive health and well-being.

Unit IV: Suggested Practicum: Report on any 1 of the following:

Assessment of anxiety and stress related disorders/ other disorders using suitable psychological scales.

Readings:

1. Altrocchi, J. (1980) *Abnormal Behaviour*. New York: Hartcourt brace Jovanovich
2. American Psychiatric Association (1994). *Diagnostic and Statistical Manual of Mental Disorders (DSM IV)*. Washington, D.C. APA.
3. Bennett, P. Weinman J. & Spurgeon, P. (eds.). 1990. *Current Developments in Health Psychology*. U.K: Harwood Academic Publishers.
4. Bootzin, R.R. & Acocella, J.R. (1994). *Abnormal Psychology: Current Perspectives*. New York: McGraw Hill Publishing Company.
5. Carson, R.C., Butcher, J.N. & Mineka, S. (1996). *Abnormal Psychology and Modern Life*. New York: Harper Collins College Publishers.
6. Carson, Robert C. et-al. 2000. *Abnormal Psychology and Modern Life*. Pearson.
7. Cokerham, W.C. (1996). *Sociology of Mental Disorders*. New York: McGraw Hill International.
8. Davison, G.C. & Neale, J.M. (1990). *Abnormal Psychology*. New York: John Wiley & Sons.
9. Duke, M.P. & Nowicki, S. (1986). *Abnormal Psychology: A New Look*. Tokyo: CES Publishing Japan Limited.
10. Kapoor, M. (1994). *Mental Health of Indian Children*. New Delhi: Sage.

Semester V

UG-PSY-501: Paper VI: Research Methods and Statistical Applications

UG-PSY-502: Paper VII: Personality and Self: Theories and Applications

PSY-UG-501: Research Methods and Statistical Applications

Unit I: Definition of research and research method

Introduction to problem, hypothesis, and variables

Method of Sampling: Probability and non-probability

Tools of data collection: experimental, survey (questionnaire and interview), observation, case study, *ex-post facto studies*

Introduction to test development: item analysis, reliability, validity and norms

Unit II: Introduction to qualitative and quantitative analysis

Measures of central tendency and variability

Normal distribution: Assumptions and application

Correlation: Spearman correlation and Pearson's r

Unit III: Non-parametric and Parametric Statistics

Chi-Square, t-test: Basics and Applications.

Unit IV: Suggested Assignments: (Any one)

Readings:

1. Anastasi, A. & Urbina, S. (1997). *Psychological testing*. N.D.: Pearson Education.
2. Aron, A.; Aron, E.N., & Coups, E.J. (2007). *Statistics for Psychology*. 4th Edn, India: Pearson Education, Prentice Hall.
3. Broota, K. D. 2006. *Experimental Designs in Behavioural Research*. New Delhi: New Age Publishers.
4. Edwards, A. L. 1968. *Experimental designs in Psychological Research* (3rd ed). New Delhi: Oxford and IBH.
5. Freeman, F.S 1972. *Theory and Practice of Psychological Testing*. New Delhi: Oxford & IBH.
6. Garrett, H.E. (1966) *Statistics in Psychology and Education*. Bombay : Vakils Feefer & Simon Pvt. Ltd.
7. Heiman, G. W. 1995. *Research Methods in Psychology*. Boston: Houghton Mifflin Co.
8. Kaplan, R.M. & Saccuzzo, D.P. (2007). *Psychological Testing: Principles, Applications, and Issues*. Australia: Thomson Wadsworth.
9. Kerlinger, F.N 1983. *Foundations of Behavioural Research*, New York: Surjeet Publications.
10. King, B.M. & Minium, E.W. (2007). *Statistical Reasoning in the Behavioural Sciences*. (5th Edition) USA: John Wiley.
11. Kopala, M., & Suzuki L.A. 1999. *Using qualitative Methods in Psychology* (2nd ed). Thousand Oaks: Sage.

Semester V

PSY-UG-502: Personality and Self: Theories and Applications

Unit I: Foundations of personality

Conceptualization of personality

Methods to study personality;

Applications of personality in different areas of psychology

Unit II: Classical and Neo-Freudian theories in personality

Freud's psychoanalysis; Jung's analytic psychology, Adler's individual psychology. Horney's theory; Erikson; Erik Fromm

Unit III: Existential and Humanistic approaches to personality

Rollo May; Frankl; Maslow; Rogers

Unit IV: Suggested Practicum: Report on any 1 of the following:

Assessment of personality (interview method or standardized tests)

Readings:

1. Baumeister, R. F. 1998. 'The Self' in D. T. Gilbert, S. T. Fiske, & G. Lindzey (Eds.). *The Handbook of Social Psychology*, Volume 1, Fourth Edition. New York: McGraw Hill.
2. Crowne, D. P. (2007). *Personality theory*. New Delhi: Oxford University Press.
3. Hall, C. S., Lindzey, G., & Campbell, J. B. (1998). *Theories of Personality*. New Delhi: Wiley.
4. Harter, S. 2003. 'The Development of Self-Representations during Childhood and Adolescence' in M. R. Leary and J. P. Tangney (Eds.) *Handbook of Self and Identity*. New York: Guilford Press, pp. 610-642.
5. Kuppaswamy, B. 1985. *Elements of Ancient Psychology*. New Delhi: Van Educational Books.
6. London, H., & Exner, J. E. 1978. *Dimensions of Personality*. New York: John Wiley & Sons.
7. McCrae, R. R. & Allik, J. (Eds.) .2002. *Five- Factor Model Across Cultures*. Dordrecht: Netherlands: Kluwer.
8. McCrae, R. R., & Costa, P. T. 1983. Social Desirability Scales: More substance than style. *Journal of Consulting and Clinical Psychology*, 51-882-888.
9. Pervin, L. A. 1996. *The Science of Personality*. New York: John Wiley & Sons.
10. Tart, C.T. (ed.). 1975. *Transpersonal Psychology*. New York: Harper & Row.

Semester VI

Paper VIII: PSY-UG-601: Environmental Psychology/ PSY-UG-602: Community Psychology and Social Change/ PSY-UG-603: Psychological Assessment/ PSY-UG-604: Counselling and Psycho-Therapy

Paper IX: PSY-UG-605: Psychology of Human Resources/ PSY-UG-606: Organisational Psychology/ PSY-UG-607: Educational Psychology: Basic Principles for Teaching/ PSY-UG-608: Education of the Disadvantaged

Semester VI

PSY-UG-601: Environmental Psychology

Unit I: Introduction

Historical antecedents of environmental psychology

Environment and Behaviour

Effects of behaviour on environment: Perception, preferences and awareness of environment.

Effects of environment on behaviour: Noise pollution, chemical pollution, crowding and personal space.

Psychological Approaches to Environment

Eco-cultural Psychology (Berry).

Bio-social Psychological approach (Dawson).

Ecological psychology (Barker).
Person Environment Transaction (Stokols; Ittelson).

Unit II: Ecology and Development

Human nature and environmental problems: Pro-social and Pro-environment behaviours,
Ecosystems and their components.

Demography

Mortality and fertility, resources Use: Common Property Resources.
Sustainable Development.
Ecology.
Acculturation and Psychological adaptation.

Unit III: Environment Assessment

Socio-psychological dimensions of environmental impact.
Environmental deprivation: Nature and consequences.
Creating environmental awareness: Social movements (Chipko, Narmada).
Naturalistic Observation and field surveys.

Environmental wisdom:

Evolving environmental ethics from values about Nature in the ancient Indian systems.
Earth as a living System.
The Gaia Hypothesis and the Deep ecology,
Biodiversity and cultural diversity: issues and challenges.

Unit IV: Suggested Practicum Activities: Report on any 1 of the following:

- Study of attitudes and values towards environment
- Focus group to create environmental awareness, data processing
- Field study on experience of crowding
- Case study of tragedy of commons, observation in public place.

Readings:

1. Drezel, J & Sen, A. (Eds.) 1992. *Indian Development*. Delhi: oxford University Press.
2. Gadgil, M & Guha, R. 1995. *Ecology and Equity*. New Delhi: Penguin Books.
3. Goldsmith, E. 1991. *The Way: The Ecological World-view*. Boston: Shambhala.
4. Ittelson, W.H., Proshansky, H.M., Rilvin, E.G., Winkel, G.H, & Dempsey. D. 1974. *An Introduction to Environmental Psychology*. New York: Holt, Rinehart and Winston.
5. Jain, U. 1987. *The Psychological Consequence of Crowding*. New Delhi: Sage.
6. Misra, R.C. Sinha, D. & Berry, J.W, 1996. *Ecology, Community and Lifestyle*. New Delhi.
7. Odum, E.P. 1997. *Ecology: A bridge between science and society*. Massachusetts: Sinauer associates.
8. Pandey J.; Sinha D. & Bhawuk, D.P.S (Eds.) 1982. *Deprivation: Its social roots and psychological consequences*. New Delhi: Concept Publishing Company.
9. Stokols, D. and Altmann, I. (Eds.) 1987. *Handbook of environmental psychology*. New York: Wiley.

Semester VI

PSY-UG-602: Community Psychology and Social Change

Unit I: Social Support and Community Psychology

Theoretical origins of Social Support;
Definitions of Social Support;
Functions of Social Support;
Nets and Social Support;
Research in Social Support

Unit II: Social Ecology and Community Psychology

Ecological analogy;
Application of the Ecological Principles;
Ecology and Social Change

Community Participation and Social Change

Empowerment and Participation;
Involvement of the Community;
Training of Community Leaders;
Participation and Processes of Change

Unit III: Diversity and Multiculturalism

Paradigms of the Diversity;
Culture and Diversity;
Social Contexts and Diversity

Cooperative Research

Unit IV: Suggested Practicum Activities: Report on any one:

Readings:

1. Dalton, J.H., Elias, M.J., & Wandersman, A. 2001. "Community Psychology: Linking Individuals and Communities". Stamford, CT: Wadsworth.
2. Duncan, N. 2007. *Community Psychology: Analysis, Context and Action*. Juta and Company Limited.
3. Florin, P. & Wandersman, A. 1990. An Introduction to Citizen Participation, Voluntary Organizations, and Community Development: Insights for Empowerment through Research. *American Journal of Community Psychology*, Vol. 18, 1, pp. 41- 53.
4. Kelly, J. 1987. An Ecological Paradigm: Defining Mental Health Consultation as a Preventive Service. In James G. Kelly & Robert E. Hess (eds.), *The Ecology of Prevention: Illustrating Mental Health Consultation* (pp. 1- 36). New York: The Haworth Press.
5. Rappaport, J. 1977. "Community Psychology: Values, Research, & Action". New York: Holt, Rinehart & Winston.
6. Rappaport, J. and Edward Seidman (Ed.). 2007. *Handbook of Community Psychology*. Springer.
7. Sarason, S.B. (1974). *The psychological sense of community: Prospects for a community psychology*. San Francisco: Jossey-Bass.
8. Trickett, E. J., Watts, Birman, D. 1994. *Human Diversity: Perspectives on People in Context*. San Francisco: Jossey-Bass publishers.

Semester VI

PSY-UG-603: Psychological Assessment

Unit I: Behavioral Assessment

Introduction, nature, and scope of behavioral assessment

Parameters of Assessment

Method of scaling

Psychological Scaling

Principles of Psychological Test Development

Item analysis; Reliability, Validity

Establishment of norms.

Unit II: Types of Psychological Tests

Introduction to test

Definition and Classification of tests

Group vs individual tests

Tests of abilities and personality

Unit III: Assessment of Psychopathological Behaviour

DSM V

ICD 10.

Unit IV: Suggested practicum activities: Report on any 1 from the following:

Wechsler- IV (adult)

MMPI

Beck's Depression scale II/ STAI

Constructing a test up to pilot study

Readings:

1. Anastasi, A. & Susana, U. 2003. *Psychological Testing*. Prentice Hall.
2. Ciminero, A.R. (Eds.) 1986. *Handbook of Behavioural Assessment*. New York: John Wiley.
3. Gregory, R.J. 2004. *Psychological Testing and Assessment*. Allyn & Bacon.
4. Kaplan R.M. & Saccuzzo D.P. (2005). *Psychological Testing, Principles, Applications and Issues*. Sixth Ed. Cengage Learning India, Pvt. Ltd.
5. Groth-Marnat, G. 2009. *Handbook of Psychological Assessment*. John Wiley & Sons; 5th Edition.
6. Aiken, L.R. (2002). *Psychological Testing and Assessment*.

Semester VI

PSY-UG-604: Counselling and Psycho-Therapy

Unit I: Introduction to Counseling and Psychotherapy

Definition, status and scope,

Goals of Counselling,

Professional issues, ethics, education and training of the counselor,

Indian perspective on counseling.

Client-counselor relationship,

Counselling interview.

Unit II: Approaches to Counseling and Psychotherapy

Behaviour modification techniques;

Systematic Desensitization

Beck's Approach;

Rational Emotive Behavior Therapy (REBT)

Unit III: Indian and Other Approaches

Yoga and Meditation: Hatha Yoga and Raj Yoga

Transcendental meditation

Anasakti; Forgiveness

Unit IV: Suggested Practicum Activities: Report on any 1 from the following:

Initial interview and Case study

Role Plays: Listening, paraphrasing, Empathy

Readings:

1. Belkin, G.S. 1988. *Introduction to Counselling*. W.G.: Brown Publishers.
2. Ben, Ard, Jr. (Ed.) 1977. *Counselling and Psychotherapy: Classics on Theories and Issues*. Science and Behaviour Books Co.
3. Gibson, R.L. and Mitchell, M. (2009). *Introduction to counseling and Guidance*. 7th Edition, Pearson Education.
4. McLoed, J. (2008). *An introduction to counseling*. 3rd edn. Rawat Publication, New Delhi.
5. Mishra, G (ed.). 1999. *Psychological Perspectives on Stress and Health*. New Delhi: Concept.
6. Nelson, J. 1982. *The theory and Practice of Counselling Psychology*. New York: Holt Rinehart & Winston.
7. Udupa, K.N 1985. *Stress and its Management by Yoga*. Delhi: Moti Lal Banarasi Das.
8. Windy, D. 1985 (Ed.) *Counselling in Action*, New York: Sage Publication.

Semester VI

PSY-UG-605: Psychology of Human Resources

Unit I: Introduction

Emergence of human resources as a field of study, contemporary Challenges of HR, Globalization, knowledge management, technology and demographic changes.

Context of Human Resource in Different Sectors

Health, education, science and technology, challenges and remedies.

Selection of Human Resources

Person job fit, job analysis, competency approach, use of psychological testing, interviews, critical advantages and disadvantages

Unit II: Retaining Human Resources

Challenges of retention management, rewards and incentives, creating excellence, career management and succession planning.

Development of Human Resources

Defining need analysis, skill training, methods of training, off the job and on the job trainings, relevance of training to excellence.

Unit III: Organizational Changes and Management

Models of techniques of organizational change, individual level and groups level techniques, effect on human resources employee Counselling and engagement.

Cultural Issues in Managing HR

Values, communication and legal aspects of managing HR, preparing an international work force.

Unit IV: Suggested Practicum activities: Report on any 1 from the following:

- Personality test- 160 F (W)
- NEO Personality Survey
- David's Battery of differential Aptitude Tests.
- Competency Mapping of patience
- Job study on Team manager, HRD Manager, sales Experience etc.

Readings:

1. Cascio, Wayne F and Herman Aquinis. 2004. *Applied Psychology in Human Resources*. Prentice Hall.
2. French, Wendell L. and Cecil Bell. 2007. *Organization Development and Transformation: Managing Effective Change*. 6th Edition. New Delhi: Prentice Hall.
3. Harigopal, K. 2006. *Management of Organizational Change: Leveraging Transformation*. New Delhi: Sage Publications.
4. Harvey, Don and Donald R. Brown. 2005. *An Experiential Approach to Organization Development*. 6th Edition. New Delhi: Prentice Hall.
5. Hill, Adrian Thorn, Phil Lewis, Mark Saunders, Mike Millmore. 2005. *Managing Change: A Human Resource Strategy Approach*. New Jersey: Wiley Publishers.
6. Sethi, Vikram and William King. 1998. *Organizational Transformation through Business Process Reengineering: Applying Lessons Learned*. New York: Pearson Education.
7. Smit, E. et-al. 1997. *Basic Psychology for Human Resource Practitioners*. Juta Academic.

Semester VI

PSY-UG-606: Organizational Psychology

Unit I: Introduction to Organizational Psychology and Perspectives of Understanding OB

Definition, nature, and scope of organizational psychology,
Introduction to organizational behaviors (OB), human resource management (HRM), organizational development (OD), ergonomics, and guidance and counseling in organization.
Individual in the organization,
Groups and Teams,
Organizational structure

Unit III: Human Resource Management (HRM), OD, and Ergonomics

Conceptualization of HRM
Functions of HRM
Job analysis
Job evaluation
Definition and historical foundation of OD;
OD techniques
Introduction, nature and scope of ergonomics.
Work environment

Unit III: Guidance and Counseling in the organization/industry and Leadership

Need and significance

Employee Assistance Program (EAP)

Application of counseling techniques.

Leadership in Organization:

Nature and types

Trait theories

Behavioral theories

Situational and contingency theories

Unit IV: Suggested Practicum Activities: Report on any 1 from the following:

Organizational survey

Leadership assessment

Case study in Organization behaviour

Readings:

1. Cascio, Wayne F and Herman Aquinis. 2004. *Applied Psychology in Human Resources*. Prentice Hall.
2. Dunnette M.D & Hough, L.M 1992. *Handbook of Industrial and Organizational Psychology*, (2nd Edition) Palo Alto: Consulting Psychology Press.
3. French, Wendell L. and Cecil Bell. 2007. *Organization Development and Transformation: Managing Effective Change*. 6th Edition. New Delhi: Prentice Hall.
4. Harigopal, K. 2006. *Management of Organizational Change: Leveraging Transformation*. New Delhi: Sage Publications.
5. Harvey, Don and Donald R. Brown. 2005. *An Experiential Approach to Organization Development*. 6th Edition. New Delhi: Prentice Hall.
6. Luthans, F. Organizational Behaviours.
7. Pfeffer, J. 1994. *Competitive Advantage through People: Unleashing the Power of Work Force*. Boston: Havard Business School Press.
8. Robbins, S. P. & Sanghi S. 2010. *Organizational Behaviour: Concepts, Controversies and Application*. VII Edition, New Delhi: Prentice Hall of India.

Semester VI

PSY-UG-607: Educational Psychology: Basic Principles for Teaching

Unit I: Introduction to Educational Psychology

What is Educational Psychology? Education and Schooling. School Psychology & Educational Psychology. Educational Psychology & Teachers.

Student Characteristics

Individual Differences. Intelligence, Cognitive Processing, and Learning Styles. Introduction to basic concepts of Learning Disability, Dyslexia, ADHD, Behaviour Problems.

The Development of Cognition, Language, and Personality

Metacognition and Constructivism. Implications of Piaget and Vygotsky for Teachers.

Unit II: Human Diversity and the Schools

Culture, Gender, and Marginality

Learning and Motivation

Theories and Applications. Behavioral and Social Views of Learning; Cognitive Learning; Motivation: Expectancy, Intrinsic Motivation, Competence & Self-Efficacy.

Teaching Methods and Practices

Lecturing and Explaining; Discussion Method and Cooperative Learning; Individual Instruction.

Unit III: Classroom Ecology and Management

The Classroom: A Complex Environment. Creating a Positive Physical Environment. Creating a Positive Learning Environment: Communication & Listening Skills. Classroom Management. Prevention, Intervention and Remediation.

Classroom Assessment

Basic Concepts in Assessment and the Interpretation of Standardized Testing; The Teacher's Assessment and Grading of Student Learning

Unit IV: Suggested Practicum activities: Report on any 1 from the following:

Observation of Parent-Teacher Association (PTA) meeting in a school.

Case study of a school child with ADHD/Dyslexia/LD/Problem behaviour.

Teacher interview on children's learning problems (underachievement/LD/MR etc)

Assessment of meta-cognition (meta-memory, reading awareness)

Readings:

1. Gage, N.L. & Berliner, C. 1998. *Educational Psychology*. Wadsworth Publishers.
2. Parsons, Richard, Stephanie Lewis & Debbie Sardo-Brown. 2001. *Educational Psychology*. Wadsworth.
3. Woolfolk, Anita. 2008. *Educational Psychology* (10th Ed.). Allyn & Bacon Publishers.
4. Panda, K.C. 1999. *Disadvantaged Children-Theory, Research and Educational Perspectives*. New Delhi.
5. Mohanty, A.K., & Misra, G. (Eds.). 2000. *Psychology of Poverty and Disadvantage*. New Delhi: Concept.

Semester VI

PSY-UG-608: Education of the Disadvantaged

Unit I: The Concept of Disadvantaged

Defect, difference, and educational neglect. Contextual and ecological approaches. Education of SC, ST in India. Poverty and Disadvantage: Educational Issues

Unit II: Cognitive affective, motivation, personality, perceptual, language and achievement characteristics of the poor and disadvantaged children

Socio-cultural and Family Environment and Schooling of the Disadvantaged

Cultural and linguistic differences.

Unit III: Educational and intervention strategies for the disadvantaged

Education of the Disadvantaged in India

Policy and Practice

Unit IV: Suggested Practicum Activities: Report on any 1:

Readings:

1. Gage, N.L. & Berliner, C. 1998. *Educational Psychology*. Wadsworth Publishers.
2. Parsons, Richard, Stephanie Lewis & Debbie Sardo-Brown. 2001. *Educational Psychology*. Wadsworth.
3. Woolfolk, Anita. 2008. *Educational Psychology* (10th Ed.). Allyn & Bacon Publishers.
4. Panda, K.C. 1999. *Disadvantaged Children-Theory, Research and Educational Perspectives*. New Delhi.
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Note:

- Each of the paper will devote 25 percent to practical. This includes laboratory work, experiential activity based, field visit/related case studies which will be carried out as a supervised activity. The student is expected to write a practicum report and submit it for evaluation. This would be evaluated internally by the teacher.