

Shri Vaishnav Vidyapeeth Vishwavidyalaya,Indore SVISSHA

MA-Psychology

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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY101 | Compulsory | Theories and Systems of Psychology | 5 | 0 | 0 | 5 | 60 | 20 | 20 | 0 | 0 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; Q/A - Quiz/Assignment/Attendance, MST Mid Sem Test.

Course Educational Objectives (CEOs): The students will be able to:

- Gain a better understanding of the field of psychology both historic and current.
- become familiar with the theories concerning human behavior in a social context.

Course Outcome (Cos): The students should be able to:

- Identify the major fields of study and theoretical perspectives within psychology and articulate their similarities and differences.
- Develop an understanding of the various types of development that an individual experience across the life-course.

MAPSY101 Theories and Systems of Psychology

Unit I

Systems and emergence of psychology, Psychology as science; Historical Origins: Pre-experimental period-Science among Greeks, British Empiricism, and German, Nativism.

Unit II

Behaviorism, Psychoanalysis, Psychology during Early Experimental Period: Contribution of Weber and Fechner; Wundt and Titchener; John Dewey and Watson; Humanistic, Existential thinkers.

Unit III

Four Important paradigms: Positivism, Post positivism, the critical perspective and Social Constructionism, Methodological Issues: Introspection to Experimentation to Clinical approach & Phenomenology.



Unit IV

Stimulus - response theories, Perception: Nature, Determinants, Approaches-Gestalt, Ecological and Information Processing, Adaptation Level Theory.

Unit V

Thinking: Nature, Historical Background, Current trends, Approaches; Associationism Creative thinking; History of Psychology in India; Diversity in Psychology; Indigenization; Globalization and the field of psychology in 21st century.

Recommended Readings:

- Brock, A.C., (2006). **Internationalizing the history of Psychology**. NY: NYU Press.
- Chaplin T. and Kraweic T.S. (1979). Systems & theories of Psychology. New York; London: Holt, Rinehart and Winston.
- Hilgerd, E.R. & Bower, G.M. (1966). **Theories of Learning**. Newyork: Century-Crofts
- Wolman, B.B. (1960). **Contemporary Theories & Systems in Psychology**. Newyork: Harper and Row.
- Wolman, B.B. (1961). **Handbook of general psychology**. Newyork: Harper and Row



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY102 | Compulsory | Theories of Personality | 4 | 0 | 0 | 4 | 60 | 20 | 20 | 0 | 0 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; Q/A - Quiz/Assignment/Attendance, MST Mid Sem Test.

Course Educational Objectives (CEOs): The students will be able to:

- Provide the students with a comprehensive, rigorous and systematic treatment of centrally important theories of personality.
- Allow the students to observe and interpret individual differences in behavior in the light of sound theoretical systems of personality.
- Acquaint the students with the applications of personality theories in different walks of life.

Course Outcomes (Cos): The students should be able to:

- Demonstrate interpersonal awareness and sensitivity to differences and similarities in the way people are treated due to gender, race, ethnicity, culture, class, and sexual orientation.
- Demonstrate and appreciate the value of a scientific psychological understanding of personality to society.
- Locate relevant research, theory, and information about personality psychology necessary to plan, conduct, and interpret results of research studies

MAPSY102 Theories of Personality

Unit I

Introduction to Personality- Definitions and nature of personality, Characteristics of good personality theory and Evaluation of personality theory, Applications of personality in industrial and clinical areas. Approaches: Person-Situation interaction, Idiographic & Nomothetic.

Unit II

Psychoanalytic and Neo-Psychoanalytic Theories of Personality- Classical Psychoanalysis: Sigmund Freud, Carl Jung, Adler, Horney, Erik Erikson

Unit III

Learning, Cognitive, Humanistic-Existential Approaches to Personality-Learning Perspectives: Dollard & Miller, Julian Rotter's expectancy model, Cognitive Perspectives: Kelly's constructive Alternativism, Humanistic Perspectives: Abraham Maslow, Carl Rogers, Existential Positions: Viktor Frankl, Rollo May.



Unit IV

Trait Approach and Current Issues- Trait Approach: History, G. Allport, Raymond Cattell, Hans. J. Eysenck, Five Factor Model – Costa & McCrae, Current Issues I: Cross-cultural research, experimental personality research, Current Issues II: Consistency and temporal stability of personality and issues in social desirability.

Unit V

Personality Assessment; Objective methods, projective methods, Behavioral Assessment Methods

Recommended Readings:

- Buck, R. (1976). **Human Motivation and Emotion**, New York: Wiley
- Frager, R. & Fadiman, J. (2007). (6th Edn.). **Personality and personal growth.**. Pearson Prentice Hall, India.
- Hall, C.S., Lindzey, G., & Campbell, J.B. (2007). Theories of Personality. Wiley: India.
- Kaplan, H.B. (1996). Psychological stress from the perspective of self theory. N.Y. Academic Press.
- Schultz, D.P & Schultz, E.S. (2005). **Theories of personality.** Delhi: Thomson Wadsworth.



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | s nt* |
| MAPSY103 | Compulsory | Experimental Psychology (Cognitive Processes) | 4 | 0 | 2 | 5 | 60 | 20 | 20 | 30 | 20 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; Q/A - Quiz/Assignment/Attendance, MST Mid Sem Test.

Course Educational Objectives (CEOs): The students will be able to:

- Apply the knowledge of the advanced developmental, social, and experimental psychology
- Analyze the behavior of individuals and mental health management
- Study the recent theoretical advancements and promote practical applications of the same.

Course Outcomes (COs): The student should be able to:

- State the goals, methods of knowing, areas of study, and assumptions that characterize the field.
- Identify the various psychological schools of thought, and compare and contrast them.
- Demonstrate an in-depth awareness of several areas within the field.
- Apply psychological knowledge to one's own world and, thereby, enhance understanding of human behavior and effective functioning.
- State the career options available to graduates and ways of obtaining these positions.



MAPSY103 EXPERIMENTAL PSYCHOLOGY (COGNITIVE PROCESSES)

Unit I

Sensation & Attention: Meaning of sensation, Sensory process vision, Audition attention, Meaning, types, Broadbent model, Triesman model.

Unit II

Perception & Psychophysics: Form perception, Theory of perceptual organization, Motion perception, Space Perception, Perceptual constancy, Psychophysics: Classical psychophysics, Signal Detection Theory – problems and assumptions.

Unit III

Learning: Theories of learning: Thorndike, Pavlov, Skinner, Kohler & Koffka, Tolman, Hull, Guthrie, Bandura.

Unit IV

Memory: Types, Sensory memory: Iconic & Echoic, STM, LTM, (Semantic & Episodic, Working memory, Flashbulb memory); **Forgetting:** Theories of forgetting, Disuse, Trace memory, Interference theory, Preservation, consolidation theory, How to improve memory.

Unit V

Language and related cognitive Phenomenon: Understanding spoken language: Speech perception constituent structure, Transformational grammar and factors affecting comprehension; Reading: Perceptual process; Theories of word cognition, Reading and Comprehension; Speaking: Selecting the content of speech, speech errors, gestures; writing: Comparing speaking and writing. Cognitive tasks involved in writing: Application: Development in reading ability, Multilingualism.

List of Practical:

- Muller Lyer illusion
- Memory
- Rating Scale
- Paired Comparison Method
- Rank Order Method
- Size Weight Illusion
- Two Point Threshold



Recommended Readings:

- Andreas, Burton G. (1960). **Experimental Psychology**. New Delhi: Willey
- D'Amatom, M.R. (1979). Experimental Psychology. Tata McGraw-Hill,
- Hakim, M.A. and Asthana, Vipin (1976). Experimental Psychology. Agra: Vinod Pustak Mandir
- Hilgard, Ernest R. Bower, Gordon H (1980). **Theories of Learning**. Pearson
- Hulse, Stewart H;Deese, James; Egeth ,Howard(1975).Psychology of Learning.McGraw-Hill
- Kling, Julius William, and Riggs, Lorrin Andrews (1971). Woodworth and Schlosberg Experimental Psychology. Holt, Rinehart and Winston
- Mcguigan, Frank J. (1978). Experimental Psychology A Methodological Approach. Prentice
 Hall
- Ormrod, Jeanne Ellis (2015). **Human Learning**. Pearson
- Underwood, Benton J.(1966). Experimental Psychology, Prentice Hall



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY104 | Compulsory | Social Psychology | 4 | 0 | 2 | 5 | 60 | 20 | 20 | 30 | 20 |

 $\label{eq:Legends: L-Lecture; T-Tutorial/Teacher Guided Student Activity; P-Practical; C-Credit; Q/A-Quiz/Assignment/Attendance, MST Mid Sem Test.$

Course Educational Objectives (CEOs): The students will be able to:

- Impart Social psychologists study society and individuals' thoughts, feelings and behaviors.
- Define social psychology and its core concerns compared to other disciplines.
- Explain how social psychology is considered a science instead of common sense.
- Apply social psychological understandings of ourselves and society in order to better understanding of both.

Course Outcomes (Cos): Students should be able to:

- Describe key concepts, principles, and overarching themes in social psychology.
- Describe applications of social psychology



MAPSY104 Social Psychology

Unit I

Introduction- Brief history of social psychology (special emphasis on India), Scope of social psychology, Approaches towards understanding social behavior, Psychology and other sciences, Methods of social psychology: Experimental and Co-relational methods.

Unit II

Individual Level Processes- Person perception: Attribution Theories, Biases and Errors, Attitude: formation, Change and Resistance to change, Measurement of Attitude. Impression formation and Impression Management-Techniques of Impression Management.

Unit III

Social Cognition— Social cognition: Heuristics and other short-cut strategies; Effects of framing and anchoring; Counterfactual thinking and mental simulation, Affect and social cognition, Action identification, Self-reference effects, Attraction and Intimacy, Pro-social behaviour, Aggression.

Unit IV

Group Dynamics- Key aspects of groups, Intergroup conflict, Group decision making: Social facilitation, Social loafing, Decision making by Groups, Crowd and social movements, Social Exchange.

Unit V

Socialization and Social Influence Processes: Social context of development and socialization of the child: The role of family, School, Neighborhood; Social norms and their perception, conformity to social norms, Factors influencing conformity; Compliance and its consequences; Types and conditions of obedience, Ethical issues, Cultural perspectives.

List of Practical:

- Self-Concept Questionnaire
- Self Esteem Scale
- Attitude Measurement Scale
- Aggression Scale
- Environmental Ethics Scale
- Multi-Dimensional Aptitude Battery

Recommended Readings:

- Baron, R.A., Byrne, D. & Bhardwaj. G (2010). Social Psychology (12th Ed). New Delhi: Pearson.
- Chadha, N.K. (2012). Social Psychology. MacMillan.
- Myers, D.G. (2008). **Social psychology**. New Delhi: Tata McGraw-Hill.



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY105 | Compulsory | Seminar | 0 | 0 | 8 | 4 | 0 | 0 | 0 | 60 | 40 |

 $\label{eq:Legends: L-Lecture; T-Tutorial/Teacher Guided Student Activity; P-Practical; C-Credit; Q/A-Quiz/Assignment/Attendance, MST Mid Sem Test.$

MAPSY105 Seminar

It is also important to understand that effective presentation skills are not solely for the fortunate few who are naturally good communicators but that effective presentation skills can be developed in anyone and that we all have the ability to learn how to become highly effective presenters.

Course Educational Objectives (CEOs): The students will be able to:

- The ability to create a clear message
- The ability to deliver their message effectively
- The ability to fully engage with their audience.

Course Outcomes (Cos): The student should be able to

- Developing body Language
- Enhancing speaking Skills



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY106 | Compulsory | Comprehensive Viva Voce | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 100 | 0 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; Q/A -

Quiz/Assignment/Attendance, MST Mid Sem Test

MAPSY106 Comprehensive Viva Voce

Viva voce will be conducted towards the end of the semester which will be covering the complete syllabus. This will test the student's learning and understanding during the course of their post graduate programme. In doing so, the main objective of this course is to prepare the students to face interview both at the academic and the industrial sector.

Course Educational Objectives (CEOs):-The students will be able to:

- Provide an opportunity for students to apply theoretical concepts in real life situations
- Enable students to manage resources, work under deadlines, identify and carry out specific goal- oriented tasks
- Acquire speaking skills and capabilities to demonstrate the subject knowledge.

Course Outcomes (Cos): The students should be able to:

- Exhibit the strength and grip on the fundamentals of the subjects studied during the semester
- Comprehend for all the courses studied in the entire programme



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY201 | Compulsory | Psychological Assessment | 4 | 0 | 2 | 5 | 60 | 20 | 20 | 30 | 20 |

 $\label{eq:Legends: L-Lecture: T-Tutorial/Teacher Guided Student Activity; P-Practical; C-Credit; Q/A-Quiz/Assignment/Attendance, MST Mid Sem Test.$

Course Educational Objectives (CEO)The students will be able to:

- Evaluate assessment procedures and recommend appropriate alternatives when warranted
- Understand and appreciate the influence of personal beliefs, emotion, and cultural differences on the use and interpretation of assessment data.

Course Outcomes: (Cos)The student should be able to:

- Construct and evaluate an original psychological test or assessment method
- Modify and evaluate the reliability and validity of an existing instrument.
- Describe the different methods of gathering information involved in the assessment process.
- Understand the issues related to assessing different populations and the importance of cultural considerations.
- Consider a new psychological test, evaluate its suitability for assessment, and determine whether you would be competent to administer it.
- Describe and have a framework for addressing ethical issues facing psychologists.
- Demonstrate an ability to prepare a psychological assessment report.



MAPSY201

Psychological Assessment

Unit I

Psychological Testing and Assessment; Historical Backgrounds of Psychological testing, Legislation in India, Legal/ Ethical considerations.

Unit II

Introduction to Measurement: Scales of Measurement, Ethical and Social Implications of Assessment; Norms: types of norms and Standardization; Process of Test Construction and Item Writing

Unit III

Item Analysis and Item difficulty, Reliability: Meaning and types of reliability, Factors influencing reliability; Applications of Classical Test Theory, Decision Theory.

Unit IV

Observations and Interviews; Validity: Concept and types of Validity, Factors influencing validity, Factor Analysis; Test of Intelligence: Stanford-Binet Intelligence Scale, Wechsler Intelligence Scales and other measures of intelligence.

Unit V

Neuropsychological Assessment: Neuropsychological Testing, Barnum effect; Personality Inventories: MMPI, TAT, 16 PF and Rorschach Inkblot Test; Psychological Assessment in Forensic Settings

List of Practicals:

- Wechsler Adult Intelligence Scale-IV (WAIS-4)
- Checklists and rating scales
- Draw a Man Test
- Strait-Trait Anxiety
- 16 PF
- Maudsley Personality Inventory



Recommended Readings:

- Anastasi, A. & Urbina, S. (2009). **Psychological testing**. N.D.: Pearson Education.
- Gregory, R.J. (2006). **Psychological Testing: History, Principles, and Applications** (4thEd.). New Delhi: Pearson Education
- Kaplan R.M.& SaccuzzoD.P.(2005). **Psychological Testing, Principles , Applications and Issues.** Sixth Ed. Cengage Learning India, Pvt Ltd.
- Parameshwaran, E. G. & Rao, B. T. (1968). **Manual of experimental psychology**. Bombay: Lalvani Publishing House.

Postman, L. & Egan, J.P. (1949). reprint 2009. Experimental Psychology: An Introduction. ND: Kalyani



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MBAI202 | Compulsory | Research Methodology | 4 | 0 | 0 | 4 | 60 | 20 | 20 | 0 | 0 |

 $\label{eq:Legends: L-Lecture; T-Tutorial/Teacher Guided Student Activity; P-Practical; C-Credit; Q/A-Quiz/Assignment/Attendance, MST Mid Sem Test.$

Course Objectives (CEOs): The students will be able to:

- The objective of the course is to equip the students with the concept and methods of Social Science Research.
- To plan and design social science research using scientific and statistical methods.

Course Outcome (Cos): The students should be able to:

- Demonstrate understanding of research methodology.
- Apply the statistical concepts in social research.
- Validate statistical statements relating to social research.



MBAI 202

Research Methodology

Unit I

An overview: Research process, Types of Research - Exploratory Research, Descriptive Research, Causal Research, Analytical Research, Problem formulation, Management problem v/s. Research problem, Approaches to Research, Importance of literature review, Research Design: Steps involved in a research design

Unit II

Sampling and sampling distribution: Meaning, Steps in Sampling process, Types of Sampling - Probability and Non probability Sampling Techniques, Data collection: Primary and Secondary data - Sources - Advantages/Disadvantages, Data collection Methods: Observations, Survey, Interview and Questionnaire design, Qualitative Techniques of data collection.

Unit III

Measurement and Scaling Techniques: Nominal Scale, Ordinal Scale, Interval Scale, Ratio Scale, Criteria for good measurement, Attitude measurement – Likert's Scale, Semantic Differential Scale, Thurston-equal appearing interval scale.

Unit IV

Statistical Tools for Data Analysis: Measures of central tendency - Mean, Median, Mode ,Quartiles, Deciles and Percentiles, Measures of Dispersion: Standard Deviation - Variance - Coefficient of Variance, Skewness, Correlation - Karl Pearson's coefficient of Correlation, Rank Correlation, Regression: Method of Least Squares, Formulation of hypothesis, Testing of hypothesis, Type I and Type II Errors, Parametric tests: Z-Test, t-test, F-test, Analysis of Variance - One-Way and Two-way classification. Non parametric tests - Chi-Square test.

Unit V

Report Writing: Reporting Research, Types of reports, Characteristics of a research report



Recommended Readings

- Aczel and Sounderpandian (2008). **Complete Business Statistics**. Tata-McGraw Hill,Latest Edition.
- Anderson, Sweeney, William, Cam (2014). **Statistics for Business and Economics.** Cengage Learning, Latest Edition.
- Cooper Donald R and Schindler Pamela S. (2006). **Business Research Methods.** McGraw-Hill Education, Latest Edition.
- Gupta S. P. (2014). **Statistical Methods.** Sultan Chand and Sons, Latest Edition.
- Kothari C. R. (2004). **Research Methodology**. Vishwa Prakashan, Latest Edition.
- Krishnaswami O. R., Ranganatham M. (2011). **Methodology of Research in Social Sciences.** Himalaya Publishing House, Latest Edition.
- Levin and Rubin (2008). **Statistics for Management. Dorling** Kindersley Pvt Ltd, Latest Edition.
- Malhotra Naresh K. (2008). Marketing Research. Pearson publishers, Latest Edition.
- Sekaran Uma (2003). **Research Methods for Business**. Wiley India, Latest Edition.
- Zikmund, Babin, Carr, Griffin (2003). Business Research Methods. Cengage Learning, India, Latest Edition. Publication.



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY203 | Compulsory | Abnormal Psychology | 5 | 0 | 0 | 5 | 60 | 20 | 20 | 0 | 0 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P – Practical; C - Credit; Q/A – Quiz/Assignment/Attendance, MST Mid Sem Test.

Course Educational Objectives (CEOs): The students will be able to:

- Understand the recent classification of abnormality.
- Acquire the knowledge about the causes, symptoms and treatments of various types of psychological disorders.

Course Outcomes (Cos): The students should be able to:

- Differentiate the types of disorders due to abnormal behavior.
- Implement the knowledge about the causes, symptoms and treatments of various types of psychological disorders.



MAPSY203 Abnormal Psychology

Unit I

Introduction to Psychological Disorders - Definition of abnormal behavior, Approaches of psychopathology, Classification system of abnormal behavior with special reference to DSM-IV and ICD-10, Causes and risk factors in abnormal behavior

Unit II

Psychotic Disorders-Symptoms of Schizophrenia, Paranoid and Catatonic Schizophrenia, Disorganized, Undifferentiated and Residual Schizophrenia, Other psychotic disorders

Unit III

Mood Disorders Anxiety Disorders- Depressive disorders, Bipolar disorders, Generalized anxiety disorder, Phobia, Obsessive-compulsive disorder.

Unit IV

Dissociative Disorders and Personality Disorders- Types of dissociative disorders, Odd and eccentric personality disorders, Emotional, dramatic or erratic personality disorders, Anxious, fearful personality disorders.

Unit V

Sleep-Wake Disorders, Eating Disorders and Neurocognitive Disorders- Insomnia disorder, Hyper somnolence disorder, Narcolepsy. Breathing related sleep disorder: Sleep Apnea, Circadian rhythm sleepwake disorder, Parasomnias: Non-REM sleep arousal disorders, Sleep terror, Nightmare and REM sleep behavior disorder, Restless legs syndrome. Eating disorders: i) Bulimia Nervosa ii) Anorexia Nervosa iii) Binge- Eating disorder. Delirium and Dementia.

Recommended Readings:

- Alloy, L. B., Riskind. J. H., & Manos, M. J. (2005) . **Abnormal Psychology: Current perspectives**. 9th Edn. Tata McGraw-Hill: New Delhi, India.
- Barlow, D. H. & Durand, V. M. (2005). (4th ed.). **Abnormal Psychology**, Pacific Grove: Books/Cole.
- Carson, R.C.; Butcher, J.N.; Mineka, S. and Hooley, J.M. (2007). (13th ed) Abnormal Psychology, N.D. Pearson Edu.
- Fauman, M. A. (1996). **Study Guide To DSM-IV**, Jaypee Brothers.
- Gerald Davison, C., & John Neale M.(2015). **Abnormal Psychology DSM-5**. (13th Ed.).Wiley.
- Oltmanns, T. F., Emery, R. E. (1995).. **Abnormal Psychology**, Prentice Hall.
- Sue, D., Sue, D. W., & Sue, S. (2006). (8th Edn), **Abnormal Behaviour**. Houghton Mifflin Company.



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY 204 | Compulsory | Industrial/Organizational Psychology (I/O Psychology) | 4 | 0 | 2 | 5 | 60 | 20 | 20 | 30 | 20 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; Q/A - Quiz/Assignment/Attendance, MST Mid Sem Test

Course Educational Objectives (CEOs): The students will be able to:

- Objective of this course is to become familiar with Organizational Psychology Organizational Psychology. Most definitions of Organizational Psychology will represent this subarea of psychology as an applied science
 - Gain the knowledge of organizational structure and its functioning at different levels.
 - Learn to work individual as well as group level within the organization

Course Outcomes (COs): The students should be able to:

The student should be able to help solve human and organizational problems in the workplace such as:

- Identifying training and development needs;
- Optimizing the quality of work life;
- Formulating and implementing training programs and evaluating their effectiveness;
- Developing criteria to evaluate performance of individuals and organizations.



MAPSY-204 Industrial /Organizational Psychology (I/O Psychology)

Unit I

Introduction: Nature and Meaning of Industrial Psychology, Role of Industrial Psychology; Organizational Attitude, Functions of organizational culture, Organizational Socialization, Assessing cultural Values and Fit, Cross Cultural Issues.

Unit II

Motivation at work: Motivation & work behaviour. (Theory X and Y, McClelland's, Need Theory, Herzberg's Two Factor Theory, Cultural Differences in Motivation.

Unit III

Work Teams & Groups: Groups & work teams, group Behavior, Group formation & development; Power and Politics in organizations: Bases of power and power tactics. Politics: Power in action, factors related with political behavior.

Unit IV

Organizational Design & Structure: Key organizational design process, Structural differentiations, Forces reshaping organizations; Organizational change and development: Individual approaches to change, interpersonal and Organizational.

Unit V

Forces for change in organization, Resistance to change, Lewins's Change Model, Leadership: Leadership vs. Management, Leadership Theories, Emerging issues in Leadership; Organizations as system: Open and closed systems, Internal integration and external adaptation.

List of Practical:

- Quality of Work Life Scale
- Organizational Health Description Questionnaire
- Mental Fatigue Test
- Organizational Culture Scale
- Leadership Effectiveness Scale
- Organizational conflict Scale



Recommended Readings:

- Nelson, Quick and Khandelwal (2012). **ORGB: An innovative approach to learning and teaching Organizational Behavior. A South Asian Perspective**, Australia: Cengage Learning
- Luthans, Fred (2008). **Organizational Behavior**. New Delhi: McGraw Hill
- Pareek Udai, (2012). **Understanding Organizational Behavior**. London: Oxford University Press.

Robbins, Stephen (2006). Organizational Behavior. New Delhi: Prentice Hall India.



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| COURSE CODE | CATEGORY | COURSE NAME | L | Т | P | CREDITS | END SEM University Exam | Two Term Exam | Teachers Assessment* | END SEM University Exam | Teachers Assessment* |
| MAPSY 205 | Compulsory | Seminar | 0 | 0 | 8 | 4 | 0 | 0 | 0 | 60 | 40 |

 $\label{eq:Legends: L-Lecture; T-Tutorial/Teacher Guided Student Activity; P-Practical; C-Credit; Q/A-Quiz/Assignment/Attendance, MST Mid Sem Test.$

MAPSY205 Seminar

It is also important to understand that effective presentation skills are not solely for the fortunate few who are naturally good communicators but that effective presentation skills can be developed in anyone and that we all have the ability to learn how to become highly effective presenters.

Course Educational Objectives (CEOs): The students will be able to:

- The ability to create a clear message
- The ability to deliver your message effectively
- The ability to fully engage with your audience.

Course Outcomes (Cos): The students should be able to:

- Developing body Language
- Enhancing speaking Skills
- Developing the way of expressing content with knowledge.



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| MAPSY 206 | Compulsory | Comprehensive Viva Voce | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 100 | 0 |

Legends: L - Lecture; T - Tutorial/Teacher Guided Student Activity; P - Practical; C - Credit; Q/A - Quiz/Assignment/Attendance, MST Mid Sem Test.

MAPSY206 Comprehensive Viva Voce

Viva voce will be conducted towards the end of the semester which will be covering the complete syllabus. This will test the student's learning and understanding during the course of their post graduate programme. In doing so, the main objective of this course is to prepare the students to face interview both at the academic and the industrial sector.

Course Educational Objectives (CEOs): The students will be able to:

- To provide an opportunity for students to apply theoretical concepts in real life situations
- To enable students to manage resources, work under deadlines, identify and carry out specific goal-oriented tasks
- The Paper will help to acquire speaking skills and capabilities to demonstrate the subject knowledge.

Course Outcomes (Cos): The students should be able to:

• Exhibit the strength and grip on the fundamentals of the subjects studied during the semester Comprehend for all the courses studied in the entire programme







