



Shri Vaishnav Vidyapeeth Vishwavidyalaya, Indore  
Shri Vaishnav Institute of Social Sciences, Humanities and Arts  
Choice Based Credit System (CBCS)  
M.A./MSc (Psychology)  
Semester II (Batch 2021-2023)

COURSE CODE	CATEGORY	COURSE NAME	TEACHING & EVALUATION SCHEME									
			THEORY			PRACTICAL			L	T	P	CREDITS
			END SEM University Exam	Two Terms Exam	Teachers Assessment*	END SEM University Exam	Teachers Assessment*					
PGGEPS Y201	Generic Elective	Industrial Psychology	60	20	20	0	0	3	0	0	3	

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

\*Teacher Assessment shall be based following components: Quiz/Assignment/ Project/Participation in Class, given that no component shall exceed more than 10 marks.

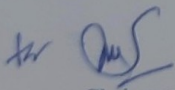
**Course Educational Objectives (CEOs):**The Students will

- CEO1 Introducing the concept of Industrial Psychology
- CEO2 Explain the workplace motivation
- CEO3 Understanding group behaviour
- CEO4 Explore the Organizational Design & Structure
- CEO5 Understand the significance of leadership

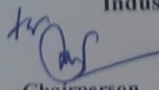
**Course Outcomes (COs):**The students will be able to

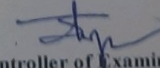
- CO1 Describe the function of Industrial Psychology
- CO2 Demonstrate various motivation theories
- CO3 Comprehend the group behaviour in industry set-up
- CO4 Demonstrate the concept of organizational change and development
- CO5 Developing leadership qualities

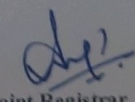
PGGEPSY201

  
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Industrial Psychology

  
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#### COURSE CONTENTS

##### Unit I

Introduction: Meaning, Nature and Role of Industrial Psychology; Organizational Attitude and Culture.

##### Unit II

Motivation at work: Motivation & work behavior. (Theory X and Y, McClelland's Need Theory, Herzberg's Two Factor Theory)

##### Unit III

Group behavior: Group formation & development; Power and Politics in organizations: Bases of power and power tactics.

##### Unit IV

Organizational Design & Structure, Organizational change and development: Individual and Interpersonal approaches to change.

##### Unit V

Leadership: Leadership vs. Management, Leadership Styles, Activities, and Skills.

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**Suggested Readings:**

- Nelson, Quick and Khandelwal (2012). **ORGB: An Innovative Approach to Learning and Teaching Organizational Behavior. A South Asian Perspective**, Australia: Cengage Learning.
- Luthans, F. (2008). **Organizational Behavior**. New Delhi: McGraw Hill
- Udai, P. (2012). **Understanding Organizational Behavior**. London: Oxford University Press.
- Robbins, S. (2006). **Organizational Behavior**. New Delhi: Prentice Hall India.

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