

UNIT-I

Introduction of Organizational Psychology: Definition, Scope, Need, & Importance History and development in the field of work psychology, major problems of organizational psychology

UNIT-II

Learning: learning process, learning curve, Principles of learning, Classical and Instrumental conditioning, Individual and situational differences in behavior.

UNIT-III

Personnel Psychology and Organizational Structure: Personnel Selection, Performance management, Executive Leadership and Development, Functions and Theories of Organizational Structure, Centralization and Decentralization.

UNIT-IV

Attitude, Job Satisfaction, Industrial Morale and Counseling: Attitude: Formation, Measurement and Its Application.

Job Satisfaction: factor to Job Satisfaction and Various Theories, Industrial Morale: Determinants and Measurements.

Counseling: Types and Functions, Counseling with special groups at work like handicapped, aged and Women.

UNIT-V

Men and Machines: Work and Conditions of Work, Industrial Accidents and Safety, Accident prone principles, Fatigue and Work hours, Ergonomics: Concepts and Importance.

Case Studies: Four case studies are discussed during the class provided by the concerned teacher.