

**GROUP (C) - INDUSTRIAL
PAPER-VIII (C)
INDUSTRIAL PSYCHOLOGY**

UNIT-I

Psychology in Industry: Economic, Social and Psychological foundations of Industrial Psychology; Its aims and importance.

Job Analysis, its purpose and techniques, Job Psychograph.

UNIT-II

Job Satisfaction and its factors; Job efficiency. Boosting Morale of employee.

Time and motion study; Illustrative experiments in it; work and rest; Motivation and work; Environment-Physical, social and psychological.

UNIT-III

Personnel selection, guidance and promotion; its problems and procedures and performance appraisals..

Industrial training needs, methods and evaluation of training effectiveness.

UNIT-IV

Accident and accident proneness; factors of accident; its prevention.

Inter-personal relations in industry; Industrial conflict, Negotiations; Collective bargaining. Grievance cell; Joint Consultative Machinery; Strikes and Lock-outs - Causes and control.

UNIT-V

Appraisal of Personal Performance Nature, Method of Appraisal.

Traditional and Management by Objectives.

Job evaluation : Purpose, Techniques and Incentive schemes.

BOOKS RECOMMENDED :

1. Blum : Industrial Psychology and its Social Foundations.
2. Tiffin & McCorrnic : Industrial Psychology
3. Harrell : Industrial Psychology
4. Maier : Psychology in Industry.
5. Viteles : Motifation and Morale in Industry.
6. Brown & Ghiselli : Personnel and Industrial Psychology.
7. Ghosh and Gorpade : Industrial Psychology.
8. Luthans, 1981 : Organizational Behaviour, McGraw Hill Int. Book Co.