



**PAPER- 306 ORGANIZATIONAL PSYCHOLOGY**

**Objectives:** The purpose of this course is to equip the students about the various principles of Psychology and how they help in minimizing the problems related to work.

**UNIT - I**

**Scope of Organizational Psychology:** 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, Measurement of Job Performance, rating Methods, 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.

**Suggested Readings:**

- Jucius, J. Michale: Personnel Management, Richard d. Irwin Inc: Illinois.
- Ghiselli, Edwin, E. and Brown, C.W. : Personnel and Instruct Psychology, McGraw Hills
- Blum, M.L., and Naylor, J.C.: Industrial Psychology, its theoretical and social foundations, Harper and Row.
- Dunnette M.D. and Hough, L.M. Handbook of Industrial and Organizational psychology, Vol.2 and Vol.3. Jaico publishing House, New Delhi.