

## Semester – IV

### OPTIONAL GROUP

#### GROUP C – INDUSTRIAL

#### Paper – III C

**PAPER CODE:44563-C**

#### **Industrial Psychology -II**

##### **UNIT-I**

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

##### **UNIT-II**

Industrial training needs, methods and evaluation of training effectiveness.

##### **UNIT-III**

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

##### **Unit – IV**

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

#### **RECOMMEND BOOKS:**

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|-------------------------------|--|
| 1. Blum                       | Industrial Psychology and its Social Foundations.                        |
| 2. Tiffin & Mc Cormic         | Industrial Psychology  |
| 3. Harrell                    | Industrial Psychology  |
| 4. Maier                      | Psychology in Industry.  |
| 5. Viteles                    | Motivation and Morale in Industry.                                       |
| 6. Brown & Ghiselli           | Personnel and Industrial Psychology.                                     |
| 7. Ghosh and Gorpade          | Industrial psychology..  |
| 8. Luthans                    | Organizational Behaviour, McGraw Hill Int. Book Co. 1981.                |
| 9. Mc Cormich, EJ & ligen, DR | Industrial Psychology. Prentice Hall of India Pvt. Ltd. New Delhi, 1984. |
| 10. Schultz, DP<br>Inc        | Psychology and Industry Today. Macmillan Pub. Co., New York, 1982.       |
| 11. Blum, M & Naylor, J.      | Industrial Psychology. Harpar International Edition, 1985.               |
| 12. Katz, D & Kahn, RL        | The Social Psychology of Organizations, Tokyo, wiley                     |

13. Ganguli, HC International.  
Structure and Process of Organisation.
14. शर्मा, रामनाथ औद्योगिक मनोविज्ञान, केदारनाथ रामनाथ, मेरठ
15. ओझा औद्योगिक मनोविज्ञान, (हिन्दी एण्ड इंग्लिस)
16. Jitendra Mohan (I 988) Motivations and Fatigue, Agra National Psychological  
Corpo.