

Course code	Course Name	L-T-P - Credits	Year of Introduction
MP469	Industrial Psychology and Organisational Behaviour	3-0-0-3	2016
Course Objectives <ul style="list-style-type: none"> To create a knowledge about human psychology To learn about theories of motivation and group behavior. To understand the socio-cultural aspects in organizations 			
Syllabus Introduction- psychology as a science- study of behaviour- stimulus- response behaviour- heredity and environment- human mind- cognition- character- thinking- attention- memory- emotion- traits- attitude- personality. Organizational behaviour- definition –development- fundamental concept- organizational behaviour system- models - understanding a social-system - managing communication- Motivation- motivation driver - goal setting- expectancy model- comparison models- interpreting motivational models- leadership- path goal model. Special topics in industrial psychology- managing group in organization- group and inter group dynamics- managing change and organizational development- nature planned change- resistance characteristics			
Expected outcome. The students will be able to <ol style="list-style-type: none"> know the importance of psychology have insight into individual and group behavior deal with people in better way motivate groups and build teams. 			
Text Book: Davis K. & Newstrom J.W., <i>Human Behaviour at work</i> , Mcgraw Hill International, 1985			
References: <ol style="list-style-type: none"> Blum M.L. Naylor J.C., Horper & Row, <i>Industrial Psychology</i>, CBS Publisher, 1968 Luthans, <i>Organizational Behaviour</i>, McGraw Hill, International, 1997 Morgan C.t., King R.A., John Rweisz & John Schoples, <i>Introduction to Psychology</i>, McHraw Hill, 1966 Schermerhorn J.R.Jr., Hunt J.G & Osborn R.N., <i>Managing, Organizational Behaviour</i>, John Willy 			
Course Plan			
Module	Contents	Hours	End Sem. Exam Marks
I	Introduction- psychology as a science- area of applications – study of individual- individual differences- study of behaviour- stimulus- response behaviour- heredity and environment- human mind- cognition- character- thinking- attention- memory- emotion- traits- attitude- personality	6	15%
II	Human mind- cognition- character- thinking- attention- memory- emotion- traits- attitude- personality	6	15%
FIRST INTERNAL EXAMINATION			
III	Organizational behaviour- definition –development- fundamental concept- nature of people nature of organization – an organizational behaviour system- models- autocratic model- hybrid model-	6	15%

IV	Understanding a social-system social culture- managing communication- downward, upward and other forms of communication	6	15%
SECOND INTERNAL EXAMINATION			
V	Motivation- motivation driver- human needs- behaviour modification- goal setting- expectancy model- comparison models- interpreting motivational models- leadership- path goal model- style – contingency approach	9	20%
VI	Special topics in industrial psychology- managing group in organization- group and inter group dynamics- managing change and organizational development- nature planned change- resistance characteristic of OD-OD process	9	20%
END SEMESTER EXAM			

Question Paper Pattern

Maximum marks: 100

Time: 3 hrs

The question paper should consist of three parts

Part A

There should be 2 questions each from module I and II

Each question carries 10 marks

Students will have to answer any three questions out of 4 (3X10 marks =30 marks)

Part B

There should be 2 questions each from module III and IV

Each question carries 10 marks

Students will have to answer any three questions out of 4 (3X10 marks =30 marks)

Part C

There should be 3 questions each from module V and VI

Each question carries 10 marks

Students will have to answer any four questions out of 6 (4X10 marks =40 marks)

Note: In all parts, each question can have a maximum of four sub questions