

## **B. A. (HONS) APPLIED PSYCHOLOGY**

This course aims at developing an understanding of the growing discipline of applied psychology and promoting skill based education. The course intends to enable students in developing skills and competencies needed for meeting the challenges and needs of the real world in an effective way. Hence this syllabus is created keeping in mind the changing nature of the society, educational institutions and the workplace and therefore to inculcate the required competencies in the students to understand and respond to the same efficiently and effectively.

One important goal is to develop competence in interpersonal and research skills required for the ethical and responsible conduct in basic and applied settings. The focus is also on developing a strong theoretical foundation as well as statistical and methodological skills that can be utilized in a number of applied settings.

### **Pedagogy for teaching the B.A. (Hons) Course in Applied Psychology**

The teaching-learning of the programme would be organized through lectures, tutorials, experiential exercises, projects, presentations, workshops, seminars and hands on training. Students would be encouraged to develop an understanding of real life issues and participate in the programs and practices in the social context. Practicum is incorporated as an important component in most of the papers with hands on training in the use of various research methods such as laboratory experiments, field experiments, observation, testing, survey, interview and case study. Use of ICT and mass media and web based sources is highly recommended to make the teaching-learning process interactive, interesting and fruitful.

### **Evaluation**

The mode of evaluation would be through a combination of external and internal assessment in the ratio of 75: 25 respectively. Along with routine examinations, classroom participations, class assignments, project work, and presentations would also be a part of the overall assessment of the students.

### **NOTES:**

#### **Core papers:**

**Theory:** 4 classes+1 student presentation per week

**With Practicals:** 2 practicum to be done in a practical paper

4 practical classes per week/per group

Each practical group will consist of maximum of 10 students

**With Tutorials:** 1 tutorial per paper per week per group

Each tutorial group will consist of 10 students

#### **DSE papers:**

**Theory:** 4 classes+1 student presentation per week

**Practicals:** 1 practicum to be done in a practical paper  
2 practical classes per week/per group  
Each practical group will consist of maximum of 10 students

**Project/Disseration:** 1 class per week

**SEC papers:**

**Theory:** 2 classes per week+1 class per week for student presentation+1 class per fortnight to provide skill based learning to students through workshops and seminars.

**GE Papers:**

**Theory:** 3 classes +1 student presentation per week

**Tutorials:** 1 tutorial per paper per week per group

Each tutorial group will consist of maximum of 15 students

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- Please note that the reading list provided is not exhaustive and additions may be made to it.
- The latest editions of the books listed to be used.
- Continuous Evaluation through presentations/ projects/ tests

**PROPOSED SCHEME FOR CHOICE BASED CREDIT SYSTEM IN**

**B.A. (HONS) APPLIED PSYCHOLOGY**

SEM ES-TER	CORE COURSE (14)	ABILITY ENHANCEMENT COMPULSORY COURSE (AECC) (2)	ABILITY ENHANCEMENT ELECTIVE COURSE (AEEC) (2) (SKILL BASED)	ELECTIVE DISCIPLINE SPECIFIC DSE (4)	ELECTIVE GENERIC (GE) (4)
<b>I</b>	<b>C-APSY-1</b> Psychological processes: Applied Perspectives-I (Theory+ Practical)	Environmental Science			GE-1
	<b>C-APSY-2</b> Health Psychology (Theory+ Tutorial)				
<b>II</b>	<b>C-APSY-3</b> Psychological processes: Applied Perspectives-II (Theory+ Tutorial)	English Communication			GE-2
	<b>C-APSY-4</b> Lifespan Development (Theory+ Practical)				
<b>III</b>	<b>C-APSY-5</b> Applied Social Psychology (Theory+ Practical)		SEC-1		GE-3
	<b>C-APSY-6</b> Clinical Psychology & Mental Health Problems (Theory+ Tutorial)				
	<b>C-APSY-7</b> Applied Research Methods and Data Processing-I (Theory+ Tutorial)				
<b>IV</b>	<b>C-APSY-8</b> Applied Research Methods and Data Processing-II (Theory+ Tutorial)		SEC-2		GE-4

	<b>C-APSY-9</b> Living in a media world (Theory+ Tutorial)				
	<b>C-APSY-10</b> Applied Clinical Psychology (Theory+ Practical)				
<b>V</b>	<b>C-APSY-11</b> Organizational Behavior  (Theory+ Practical)			DSE-1	
	<b>C-APSY-12</b> Community Psychology  (Theory+ Tutorial)			DSE-2	
<b>VI</b>	<b>C-APSY-13</b> Counseling Psychology  (Theory+ Practical)			DSE-3	
	<b>C-APSY-14</b> Human Resource Management  (Theory+ Tutorial)			DSE-4	

**ELECTIVE DISCIPLINE SPECIFIC DSE (Any 4) (2 in sem V and 2 in Sem VI):**

DSE-APSY-01: Positive Psychology (Theory+ Practical)

DSE-APSY-02: Cross-cultural psychology (Theory+ Practical)

DSE-APSY-03: Psychodiagnostics (Theory+ Practical)

DSE-APSY-04: Forensic Psychology (Theory+ Practical)

DSE-APSY-05: Selection and training (Theory+ Practical)

DSE-APSY-06: Project/Dissertation (6<sup>th</sup> semester)

**ABILITY ENHANCEMENT ELECTIVE COURSE (AEEC) (SKILL BASED) (Any 2, 1 in Sem III and 1 in sem IV):**

AEEC-APSY-01: Communication Competence (Theory+ Workshops/seminars)

AEEC-APSY-02: Stress Management (Theory+ Workshops/seminars)

AEEC-APSY-03: Effective Leadership (Theory+ Workshops/seminars)

AEEC-APSY-04: Computer applications in Psychology (Theory+ Workshops/seminars)

AEEC-APSY-05: Interpersonal competencies (Theory+ Workshops/seminars)

**ELECTIVE GENERIC (GE) (Any 4, 1 each in sem 1, 2, 3 and 4)**

GE-APSY-01: Introduction to Psychology and its applications (Theory+ Tutorial)

GE-APSY-02: Applications of Psychology in social issues (Theory+ Tutorial)

GE-APSY-03: Family and developmental applications of Psychology (Theory+ Tutorial)

GE-APSY-04: Applications of Psychology in Industries and Organizations (Theory+ Tutorial)

GE-APSY-05: Environmental Psychology (Theory+ Tutorial)

GE-APSY-06: Educational Psychology (Theory+ Tutorial)

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## SEMESTER - I

### C-APSY-1: Psychological processes: Applied Perspectives-I

**Objective:** To understand the basic psychological processes and their applications in real-world settings.

**Unit 1: Introduction:** Definition and nature of psychology and applied psychology, Historical Development and Current Status, Psychology in India. Biological Basis – Neuron, Structure and Function of Nervous System, Applications of psychology.

**Unit 2: Cognitive processes of attention and perception:** Nature, Selective and Divided Attention, Recognition, Perceptual Constancies, depth perception, Applications: Advertising and Consumer Behaviour; Road safety

**Unit 3: Learning and memory:** Principles of learning and their applications, Conditioning, Observation learning. behaviour modification techniques; Principles of memory, models of memory; Application: Memory in everyday life, Eyewitness memory, improving memory.

**Unit 4: Affective and emotional processes:** Nature and components of emotions; Bodily changes and Emotions; Applications: Positive emotions and Well Being; Perspectives on motivation; types of motives, Application – Achievement motivation and goal setting.

**Practicum:** The students will conduct two practicum (preferably experiments) based on topics in C-APSY-1.

### References:

Atkinson, R. L., Atkinson, R. C., Smith, E. E., Bem, D. J. & Hilgard, E. R. (1990). Introduction to Psychology. New York: H. B. J. Inc.

Baron, R.A., & Misra, G. (2013) Psychology (Indian Edition), Delhi: Pearson

Baumgardner, S., & Crothers, M. (2009). Positive psychology. Prentice-Hall

Chadha, N.K. & Seth, S. (2014). The Psychological Realm: An Introduction. Pinnacle Learning, New Delhi.

Ciccarelli S. K.; Meyer, G. E. (2008). Psychology: South Asian Edition. Pearson Longman

Davey G.C.L. (2011) (Ed) Applied Psychology. BPS Blackwell.

Passer, M. W. and Smith, R.E. (2007): Psychology: The Science of Mind and Behavior, latest edition; Tata McGraw Hill.

### **C-APSY-2: Health Psychology**

**Objective:** To understand the nature and models of health behavior and its implications for promoting health and well-being.

**1. Introduction:** Definition, Mind-body relationship, Bio-psychosocial model of Health, Life styles and disease patterns

**2. Behaviour and Health:** Characteristics of health behaviour; Barriers to health behaviour; Theories of health behaviour and their implications

**3. Health Enhancing Behaviour:** Exercise, nutrition, accident prevention, pain, stress management

**4. Health and Well-being:** Happiness; Life satisfaction; Resilience; Optimism and Hope

#### **Readings:**

Allen, F.(2011). Health psychology and behaviour. Tata McGraw Hill Edition.

Baumgardner, S.R. Crothers M.K. (2010). Positive psychology. Upper Saddle River, N.J.: Prentice Hall.

Carr, A. (2004). Positive Psychology: The science of happiness and human strength.UK: Routledge.

Dimatteo, M. R., & Martin L. R. (2011). Health psychology. India: Dorling Kindersley.

Snyder, C.R., Lopez S. J., & Pedrotti, J. T. (2011). Positive psychology: The scientific and practical explorations of human strengths. New Delhi: Sage

Taylor, S.E. (2006). Health psychology, 6th Edition. New Delhi: Tata McGraw Hill.

## **SEMESTER - II**

### **C-APSY-3: Psychological processes: Applied Perspectives-II**

**Objective:** To develop an understanding of cognition and individual differences in personality

**UNIT I: Cognition** – Thinking, Concepts and Categorization, Problem Solving and decision making, Barriers to problem solving, Creative thinking, Application

**UNIT II: Intelligence** – Nature of intelligence, Nature/ Nurture debate, Theories, Assessment, Application

**UNIT III: Personality** – Nature, Theories, Assessment, culture and personality, Application

**UNIT IV: State of Consciousness:** Controlled and Automatic Processing, Self Awareness, Sleep

### **References:**

Atkinson, R. L., Atkinson, R. C., Smith, E. E., Bem, D. J. & Hilgard, E. R. (1990). Introduction to Psychology. New York: H. B. J. Inc.

Baron, R. B. (2013). Psychology. New Delhi: Pearson

Chadha, N.K. & Seth, S. (2014). The Psychological Realm: An Introduction. Pinnacle Learning, New Delhi.

Ciccarelli S. K.; Meyer, G. E. (2008). Psychology: South Asian Edition. Pearson Longman.

Gregory, R.J. (2006). *Psychological Testing: History, Principles, and Applications (4<sup>th</sup> Ed.)*. New Delhi: Pearson Education.

Passer. M. W. and Smith, R.E. (2007): Psychology: The Science of Mind and Behavior, 3<sup>rd</sup> edition or latest edition; Tata McGraw Hill.

Murphy, K.R. & Davidshofer, C. O. (2004). *Psychological Testing: Principles & Applications (6<sup>th</sup> Ed.)* New Jersey: Prentice Hall.

Sternberg, R. J. (2010). Cognitive Psychology. New York: Cengage Learning.

### **C-APSY-4: LIFE SPAN DEVELOPMENT**

**Objectives:** To understand the development of human life from conception to late adulthood and study the connection between theory and applications.

1. Introduction to life-span perspective Nature, issues and theoretical perspectives; Life-span development in the Indian context; Research in life-span development: methods and designs

2. Physical development: Patterns of growth from conception till late adulthood; Issues of disability; Death and dying

3. Cognitive development: Brief introduction to cognitive development: Contributions of Piaget and Vygotsky, Information processing approaches; Cognitive changes in adulthood and old age; language development, linguistic diversity and its role in cognitive development.



4. Socio-emotional development: Emotional development; Moral development; The Self; Gender and sexuality; Successful aging.

**Practicum:** Any two practicum based on C-APSY-4.

**Readings:**

1. Feldman, R.S. & Babu, N. (2011). Discovering the life-span. New-Delhi: Pearson.
2. Kakar, S. (2012) The inner world: A psychoanalytic study of childhood and society in India (4th Ed.). New Delhi. Oxford University Press.
3. Santrock, J.W. (2012). A topical approach to life-span development. New- Delhi:Tata McGraw-Hill.
4. Shaffer, D.R. & Kipp, K. (2007). Developmental psychology: Childhood and Adolescence Indian reprint: Thomson Wadsworth.
5. Sharma, N. & Chaudhary, N. (2009). Human development: Contexts and processes In G. Misra (ed) Psychology in India, Vol 1: Basic psychological processes and human development. India: Pearson.

### **Semester III**

#### **C-APSY-5: Applied Social Psychology**

**Objectives:** To develop an understanding of social processes and study the application of psychology to social issues

**UNIT I:** Introduction: Social Psychology & Applied Social Psychology; historical roots, theories, Indian scenario.

**UNIT II:** Social Cognition & Attitudes: Self in a social world, attribution, biases; formation and change of attitudes; group processes, prosocial behavior, interpersonal attraction

**UNIT III:** Application of Social Psychology: process of intervention, impact analysis

**UNIT IV:** Application of Social Psychology: work, Aggression & Violence, cultural diversity, health, environment.

**Practicum:** The students will conduct two practicum based on topics in C-APSY-5.

**Reading List:**

Aronson, E., Wilson, T.D. and Akert, R.M. (2010). Social Psychology (7th ed.). Boston: Prentice Hall.

Baron, R.A., Branscombe, N.R., Byne, D. and Bhardwaj, G.(2010). Social Psychology (12th Edition). Delhi, Pearson.

Chadha, N.K. (ed) (2012) Social Psychology: McMillan Publishers , New Delhi

Kloos, B., Hill, j., Thomas, E., Wandersman, Elias, M. J., & Dalton, J.H. (2012). Community psychology: Linking individuals and communities. Wadsworth, Cengage.

Mikkelson, B. (1995). Methods for development work and research: A guide for practioners. New Delhi: Sage.

Misra, G. (2009). Psychology in India: Social and Organisational Processes. Delhi Pearson.

Myers, D.G. (2005). Social Psychology (8th ed.). New Delhi : Tata McGraw Hill Pub. Co. Ltd.

Schneider, F.W., Gruman, A., Coultts, L .M. (Eds.). (2012). Applied social psychology: Understanding and addressing social and practical problems. New Delhi: Sage publications.

### **C-APSY-6: Clinical Psychology and Mental Health Problems**

**Objective:** To provide an understanding of various mental health problems and the role of clinical psychology

Unit I: Introducing psychopathology

- a) Concept of abnormal behavior
- b) Classification of abnormal behavior: DSM and ICD (Latest Edition)
- c) Clinical Assessment
- d) Diathesis Stress Model

Unit II: Anxiety Disorders

- a) Generalized Anxiety Disorder: Causal factors and Clinical picture
- b) Obsessive Compulsive Disorder: Causal factors and Clinical Picture
- c) Phobia

Unit III: Developmental Disorders (Clinical Picture and Dynamics)

## Mental Retardation, Autism, ADHD, and Learning Disabilities

### Unit IV: Somatoform Disorders

(a) Hypochondriasis

(b) Conversion Disorder

### **Readings:**

Alloy, L.B., Riskino, J.H. and Manos, M.I. (2006). Abnormal Psychology; Current Perspectives. New Delhi: Tata McGraw Hill

Barlow, D.H. & Durand, V.M. (2010). Textbook of Abnormal Psychology. New Delhi: Cengage Learning India Pvt. Ltd.

Bennett,P. (2006). Abnormal and Clinical Psychology: An introductory textbook. New York: Open University Press.

Brewer,K. (2001). Clinical Psychology. Oxford : Heinemann Educational Publishers

Carson, R.C., Butcher,J.N.,Mineka,S.& Hooley,J.M. (2008). Abnormal Psychology. New Delhi: Pearson.

Kearney, C. A. & Trull, T. J. (2012). Abnormal Psychology and Life: A dimensional approach. New Delhi : Cengage learning.

Kring,A.M.,Johnson,S.L.,Davison,G.C. & Neale, J.M. (2010) Abnormal Psychology. Eleventh Edition or Latest Available Edition. Delhi: Wiley-India.

Nolen-Hoeksema, S. (2010). Abnormal Psychology. New Delhi: Tata McGrawHill.

### **C-APSY-7: Applied Research Methods and Data Processing-I**

**Objective:** To understand the methods and techniques in quantitative research.

**Unit 1:** Quantitative and qualitative research: difference between quantitative and qualitative research, steps in quantitative and qualitative research. Methods: Experimental method, survey method.

**Unit 2:** Psychological Testing: Steps in test development: item analysis, reliability, validity, and norms and standardization.

**Unit 3:** Applications of Psychological testing: clinical, organizational, Educational counseling, and career guidance, Ethical issues in psychological testing.

**Unit 4:** Levels of measurement, Measures of central tendency, Measures of dispersion, Derived scores (only theoretical inputs), Normal distribution: nature & properties, finding areas when the score is known, finding the scores when the area is known.

### **References:**

Aron, A., Aron, E.N., & Coups, E.J. (2007). *Statistics for Psychology*. (4thEd.) India: Pearson Education, Prentice Hall.

Chadha, N.K. (1991) *Statistics for Behavioral and Social Sciences*. Reliance Pub. House: New Delhi

Chadha, N.K. *Applied Psychometry*. Sage Publications

Gregory, R.J. (2006). *Psychological Testing: History, Principles, and Applications* (4<sup>th</sup> Ed.). New Delhi: Pearson Education.

King, B.M. & Minium, E.W. (2007). *Statistical Reasoning in the Behavioral Sciences*. (5<sup>th</sup> Ed.) USA: John Wiley.

Murphy, K.R. & Davidshofer, C. O. (2004). *Psychological Testing: Principles & Applications* (6<sup>th</sup> Ed.) New Jersey: Prentice Hall.

Robson, C. (2011). *Real world research: A Resource for users of Social Research Methods in Applied Settings*. (3<sup>rd</sup> edition). John Wiley and Sons.

## **SEMESTER-IV**

### **C-APSY-8: Applied Research Methods and Data Processing - II**

**Objective:** To understand sampling techniques, qualitative research and identify group differences

Unit 1: Sampling: Probability and non-probability sampling techniques.

Unit 2: Qualitative research methods: observation, case study.

Unit 3: Correlation: a matter of direction, a matter of degree, formulas for Pearson's coefficient correlation, factors effecting correlation coefficient.

Unit 4: Identifying group differences: Hypothesis Testing, 'z' & 't' test (single and double mean), Type I & Type II errors, Power of test, Hypothesis testing for more than two means: one way ANOVA, Introduction to non parametrics: Chi square.

### **References:**

Aron, A., Aron, E.N., & Coups, E.J. (2007). *Statistics for Psychology*. (4thEd.) India: Pearson Education, Prentice Hall.

Chadha, N.K. (2009) *Applied Psychometry*. Sage Pub: New Delhi

Gregory, R.J. (2006). *Psychological Testing: History, Principles, and Applications* (4<sup>th</sup> Ed.). New Delhi: Pearson Education.

King, B.M. & Minium, E.W. (2007). *Statistical Reasoning in the Behavioral Sciences*. (5<sup>th</sup> Ed.) USA: John Wiley.

Murphy, K.R. & Davidshofer, C. O. (2004). *Psychological Testing: Principles & Applications* (6<sup>th</sup> Ed.) New Jersey: Prentice Hall.

Neuman, W.L. (2006). *Social Research Methods: Qualitative and Quantitative Approaches* (6<sup>th</sup> Ed.) Boston: Pearson Education.

### **C-APSY-9: LIVING IN A MEDIA WORLD**

**Objective:** To understand the effect of media on human psyche and to develop a critical awareness of the underlying psychological processes and mechanisms

**UNIT I:** Media and User: understanding mass media; understanding the interface between media and psychology, Issues in Media psychology: Construction of reality, media and culture, media and globalization, Media and ethics, regulation.

**UNIT II:** The Psychology of Consumer: Consumer Behavior & Psychology, Consumption & Happiness, Consumer Culture & Identity, Interactive and emerging technologies: Virtual social media, interactive media, gaming, issues of internet addiction. Case studies in the Indian context.

**UNIT III:** Media and advertising: Methods of knowing consumer needs, Developing an effective advertising programme /media promotions/ campaigns for social marketing. Case studies in the Indian context.

**UNIT IV:** Critical issues in Media Influence: Social Influence and media, fantasy vs reality, Portrayal of Social Groups in Media, stereotyping, Media violence: Effect on Children and Adolescents, Use & Abuse of Television, Internet, and Social Networking: cybercrime, cyberspace, Role of Media in Social Change, Media as tool to promote well being, Case studies in the Indian context.

**Readings:**

Barker, M., Barker, D. I., Bormann, N. F. & Neher, K. E. (2013). Social media marketing: A strategic approach. South Western Cengage learning.

Batra, R., Aaker, D. A., and Myers, J. G. (2006). Advertising management. New Delhi Dorling Kindersley (India).

Berns, R. M. (2004). Child, Family, School, Community: Socialization and support. Thomson/Wadsworth.

Dill, K.E. (2009). *How Fantasy becomes Reality Seeing Through Media Influence*. New York: Oxford University Press.

Giles, D. (2008). Media Psychology. Lawrence Erlbaum.

Haugtvedt, C. P., Herr, P. M., & Kardes, F. R. (Eds.). (2008). *Handbook of Consumer Psychology*. NY: Psychology Press.

Jansson-Boyd, C. V. (2010). *Consumer Psychology*. England: Open University Press.

Kirsh, S.J. (2006). Children Adolescents and Media Violence. New York: Sage.

Kotler, P., Keller, K. L., Koshy, A. & Jha, M. (2012). Marketing management: A South Asian perspective. Pearson

Melkote, S. R. & Steeves, H. L. (2001). Communication for development in the third world. New Delhi Sage

Montgomery, K.C. (2007) Generation Digital. MIT Press.

Wanke, M. (Ed.). (2009). *Social Psychology of Consumer Behaviour*. NY: Taylor & Francis Group.

Wood, R.N. (1983). Mass Media and Individual. Minnesota: Woods.

Young, G., Ferrari, P., Malhotra, S., Tyano, S., and Caffo, E. (2003). Brain, culture and development. MacMillan.

## **C-APSY-10: Applied Clinical Psychology**

**Objective:** To understand various psychological disorders and treatment of disorders.

### **Unit I: Schizophrenia**

Causal factors, Clinical Picture and Subtypes

### **Unit II: Mood Disorders**

Causal factors, Clinical Picture and Subtypes; Suicide.

**UNIT III: a) Personality Disorders** (Clinical Picture and Dynamics): Antisocial Personality Disorder and Borderline Personality Disorder

**b) Sexual Disorders** (Clinical Picture): Gender Identity Disorder, Paraphilia - Pedophilia, Voyeurism, Exhibitionism, Sexual Masochism, Sexual Sadism

### **Unit IV: Treatment of Disorders**

- a) Biological Treatment; Pharmacotherapy and Electroconvulsive Therapy
- b) Psychological Treatment: Psychoanalytic Therapy, Behavior Therapy, Cognitive Behavior Therapy

**Practicum:** The students will conduct two practicum based on topics in C-APSY-10.

### **Readings:**

Alloy, L.B., Riskino, J.H. and Manos, M.I. (2006). Abnormal Psychology; Current Perspectives. New Delhi: Tata McGraw Hill

Barlow, D.H. & Durand, V.M. (2010). Textbook of Abnormal Psychology. New Delhi: Cengage Learning India Pvt. Ltd.

Bennett,P. (2006). Abnormal and Clinical Psychology: An introductory textbook. New York: Open University Press.

Brewer,K. (2001). Clinical Psychology. Oxford : Heinemann Educational Publishers

Carson, R.C., Butcher,J.N.,Mineka,S.& Hooley,J.M. (2008). Abnormal Psychology. New Delhi: Pearson.

Kearney, C. A. & Trull, T. J. (2012). Abnormal Psychology and Life: A dimensional approach. New Delhi : Cengage learning.

Kring,A.M.,Johnson,S.L.,Davison,G.C. & Neale, J.M. (2010) Abnormal Psychology. Eleventh Edition or Latest Available Edition. Delhi: Wiley-India.

Nolen-Hoeksema, S. (2010). Abnormal Psychology. New Delhi: Tata McGrawHill.

## **SEMESTER V**

### **C-APSY-11: Organizational Behavior**

**Objectives:** To understand the dynamics of organizational processes for organizational change and development.

**Unit 1:** Introduction to organizational behavior, scope and contemporary challenges

- Emergence of Organizational Behavior
- Organizational Culture
- Organizational Structure

### **Unit 2: Individual and the organization**

- Psychological Contract
- Employee socialization
- Job satisfaction
- Organizational Commitment
- Organizational Citizenship Behavior
- Work engagement

Work Motivation: Theories and application; Indian perspective

### **Unit 3:**

Contemporary perspectives on leadership; Cross-cultural leadership issues; Indian perspective on leadership; Diversity issues in leadership

### **Unit 3: Organizations in a changing context**

- Organizational change
- Organizational Development (OD)

**Practicum:** The students will conduct two practicum based on topics in C-APSY-11.



## **Readings:**

Brown D. R. & Harvey D (2012) an Experiential Approach to Organization Development, 7<sup>th</sup> Ed, Pearson Education, India.

Chadha, N.K. (2007). Organizational Behavior. Galgotia Publishers: New Delhi.

Chitale A K, Mohanti R P & Dubey N R (2013) Organizational Behaviour: Text and Cases, PHI Learning Private Limited.

DeCenzo D A & Robbins S P (2005) Personnel/Human Resource Management, 3<sup>rd</sup> Ed, Prentice Hall of India Private Limited.

Greenberg J & Baron R A (2007) Behavior in Organizations, 8<sup>th</sup> Ed, Prentice Hall of India Private Limited.

Luthans F. (1995) Organizational Behavior, 7<sup>th</sup> Edition. McGraw Hill Inc.

Muchinsky, P. M. (2007) 8<sup>th</sup> edition. Psychology Applied to Work. Thomson wadsworth

Pareek, U. (2010). Understanding organizational behavior. 2<sup>nd</sup> edition. Oxford University Press: New Delhi.

Robbins S P, Judge T A & Sanghi S (2009) Organization Behavior, 13<sup>th</sup> Ed, Pearson Prentice Hall.

Schultz D. & Schultz S.D. (2002). Psychology and Work Today. 8<sup>th</sup> Ed. Pearson Education India

Singh, K. (20). Organizational Behavior: Texts and Cases. Pearson Education India.

## **C-APSY-12: Community Psychology**

**Objective:** To study the development of the field of community psychology, its models and applications.

### **UNIT- I**

- a) Concept, nature, principles of community psychology
- b) Fields of Community Psychology; relation with other branches of Psychology

### **UNIT- II**

- a) Community mental health
- b) Models of Community Psychology
- c) Quality of life, mental health education and awareness and promotional programs in India.

### **UNIT- III**

- a) Problems of community life: unemployment, alienation, aggression and violence.
- b) Community intervention
- c) Role of media.

### **UNIT- IV**

Community Development and Empowerment: case studies in the Indian context

#### **Readings:**

Fetterman, D.M., Kaftarian, S.J. & Wandersman, A (Eds)(1996) Empowerment Evaluation, New Delhi : Sage Publication.

Kloos B. Hill, J Thomas, Wandersman A, Elias M.J. & Dalton J.H. (2012). Community Psychology: Linking Individuals and Communities, Wadsworth Cengage Learning.

McKenzie, J. F. Pinger, R. R. & Kotecki, J. E. (2005). An introduction to community health. United States: Jones and Bartlett Publishers.

Misra, G. (Ed). (2010) Psychology in India. Indian Council of Social Science Research. Dorling Kindersley (India) Pvt Ltd. Pearson Education

Poland, B. D., Green, L.W. & Rootman, I.(2000) Setting for Health Promotion: Linking Theory and Practice, Sage Publication, New Delhi.

### **C-APSY-13: Counseling Psychology**

**Objectives:** To learn the basic concepts and theories of counseling and understand the important skills required in practice.

#### **Unit 1: Introduction**

Definitions and goals

Counselling and psychotherapies (similarities and differences)

Ethical Considerations

Current Trends

#### **Unit 2: Counseling skills: theory & practice –I**

Person centered approach

Psychodynamic approach

Existential Approach

### **Unit III: Counseling skills: theory & practice –II**

Behavioral Counselling

Cognitive behavior therapy

### **Unit IV: Counseling in diverse settings**

Group counseling

Marital and Family Counseling

School

Career

**Practicum:** The students will conduct two practicum based on topics in C-APSY-13

#### **Readings:**

Belkin, G. S. (1988). *Introduction to Counseling*. W. C.: Brown Publishers.

Capuzzi, D. & Gross, D. R. (2007). *Counselling and Psychotherapy: Theories and Interventions* (4<sup>th</sup> Ed.) New Delhi. Pearson.

Corey, G. (2009) *Counselling and Psychotherapy; Theory and Practice*. (7th Ed.) New Delhi: Cengage Learning.

Galdding, S.T. (2009). *Counseling: A comprehensive Profession*. Pearson: Delhi

Nelson, J. (1982). *Theory and Practice of Counseling Psychology*. New York: Holt Rinehart & Winston.

Seligman, L. & Reichenberg, L.W (2009). *Theories of Counseling and Psychotherapy: Systems, Strategies and Skills*.

Windy, D. (Ed.) (1988). *Counseling in Action*. New York: Sage.

## **C-APSY-14: Human Resource Management**

**Objective:** To acquaint students with the Human Resource Management issues in Organizations.

### **UNIT- I**

- a) Foundations of HRM; Personnel management, HRD, HRM in India
- b) Models of HRM
- c) HR functions: Managing HR function, contribution and evaluation

### **UNIT- II**

- a) Job analysis
- b) HR planning
- c) Recruitment and selection

### **UNIT- III Training and Performance appraisal**

Importance of training

Types of training

Performance appraisal: methods

### **UNIT- IV International Human Resource Management**

Globalization, Types of cross-national organizations, Role of culture in IHRM, Policies and practices in the multinational enterprise. Selection for international assignees, Expatriate failure, Training; Well-being of the global work force.

### **Readings:**

Armstrong, M. (2000). *Human resource management practice*. London: Kogan Page.

Aamodt, M.G. (2001) *Industrial/ Organizational Psychology*. Thompson Wadsworth, a division of Thompson learning Inc.

Bhatnagar, J. & Budhwar, J. (2009). *The changing face of people management in India*. London: Routledge.

Briscoe, D. R., Schuler, R. S. & Claus, L. (2009). *International human resource management: Policies and practices for multinational enterprises ( 3rd Ed)*. New York: Routledge.

Cascio, W F. (2006). *Managing human Resources: Productivity, quality of work life, profits*. New Delhi: TMGH.

Chadha, N.K. (2012). *Human resource management: Issues, case studies and experimental exercises*, 3rd revised edition. New Delhi: SS Printographers.

DeCenzo D A & Robbins S P (2005) *Personnel/Human Resource Management*, 3<sup>rd</sup> Ed, Prentice Hall of India Private Limited.

Dessler, G. (2008). *Human resource management*. Upper Saddle River, NJ: Pearson Education

Harzing, A-W.K. and Pennington, A. (2011). *International human resource management*. New Delhi: Sage publications.

Muchinsky, P.M. (2006) *Psychology applied to work: An Introduction to Industrial and Organizational Psychology*. NC : Hypergraphic press

**ELECTIVE DISCIPLINE SPECIFIC DSE (Any 4) (2 in sem V and 2 in Sem VI):**

**DSE-APSY-01: POSITIVE PSYCHOLOGY**

**Objective:** To study the applications of positive psychology in various domains.

**UNIT 1:** Introduction: Positive Psychology, Perspectives on Positive Psychology: Character Strengths and virtues.

**UNIT 2:** Happiness and Well being, Emotional Intelligence, Resilience, Self-efficacy, Optimism, Hope, Wisdom, Mindfulness.

**UNIT 3:** Applications: multicultural context, disability, ageing

**UNIT 4:** Applications: Work, education, health

**Practicum:** Any one practicum can be designed from the syllabus provided so as to enhance the understanding of the concepts and applications of positive psychology

**Reading List:**

Baumgardner, S.R. Crothers M.K. (2010). Positive psychology. Upper Saddle River, N.J.: Prentice Hall.

Carr, A. (2004). Positive Psychology: The science of happiness and human strength.UK: Routledge.

Peterson, C. (2006). A Primer in Positive Psychology. New York: Oxford University Press.

Seligman, M.E.P. (2002). Authentic Happiness: Using the New Positive Psychology to Realize Your Potential for Lasting Fulfillment. New York: Free Press/Simon and Schuster.

Snyder, C.R., & Lopez,S.J.(2007). Positive psychology :The scientific and practical explorations of human strengths. Thousand Oaks, CA: Sage.

Snyder, C. R., & Lopez, S. (Eds.). (2002). Handbook of positive psychology. New York: Oxford University Press.

## **DSE-APSY-02: Cross-Cultural Psychology**

**Objective:** To acquaint students with the importance of cross cultural researches in understanding various psychological processes.

### **UNIT- I: Introduction to cross-cultural psychology**

- a) Definition, nature, and goals
- b) Culture as antecedent to behavior
- c) Methods

### **UNIT- II: Cultural and Basic Psychological Processes**

- a) Culture and self
- b) Structure of identity
- c) Issues in the measurement of intelligence.

### **UNIT- III: Cultural and Social Behavior**

- a) Dimensions of culture (Hofstede)
- b) Intergroup relations

### **UNIT-IV: Culture and Organizational Behavior**

- a) Human resource practices
- b) Leadership

**Practicum:** Practicum on any one of the topics covered in the syllabus.

### **Readings:**

Berry, J.W.; Poortinga, Y.H. & Pandey, J. (Eds.) (1997). *Handbook of Cross-Cultural Psychology: Theory & Method* (Vol.1). Boston: Allyn & Bacon.

Berry, J.W.; Dasen, P.R. & Saraswathi (Eds.)(1997). *Handbook of Cross-Cultural Psychology: Basic Processes and Human Development* (Vol.2). Boston: Allyn and Bacon.

Berry, J.W.; Segall, M.H. & Kagitcibasi, C. (Eds.) (1997). *Handbook of Cross-Cultural Psychology: Social Behavior and Applications* (Vol.3). Boston: Allyn and Bacon.

Vijver, Van de F.J.R.; Chasiotis, A. & Breugelmans, S.M. (2011). *Fundamental Questions in Cross-Cultural Psychology*. Delhi: Cambridge University Press.

Berry, J.W., Poortinga, Y.H.; Breugelmans, S.M.; Chasiotis, A. & Sam, D.L.(2011). *Cross-Cultural Psychology: Research and Applications*. Delhi: Cambridge University Press.

Matsumoto, D. (1996). *Culture and Psychology*. Pacific Grove: Brooks/Cole Pub.

### **DSE-APSY-03: Psychodiagnostics**

**Objective:** To understand the classification and diagnoses of psychological disorders, differential diagnostics and the employment of various psychological tests for assessment of adults and children.

#### **UNIT – I: General Issues in Psychological Assessment**

- a) Assessment and data collection
- b) Processing assessment data and communicating the findings

**Unit II:** DSM and ICD (latest edition): Similarities and differences.

#### **UNIT – II: Behavioral Assessment**

- a) Traditional approaches and current views
- b) Behavioral assessment methods
- c) Clinical and diagnostic interviewing

#### **UNIT – III Assessment**

- a) Clinical assessment and uses of intelligence tests
- b) Methods of personality assessment
- c) Neuropsychological assessment

**Practicum:** Practicum on any one of the topics covered in the syllabus.

#### **Readings:**

Hecker, J.E., & Thorpe, G.L. (2005). *Introduction to Clinical Psychology. Science, Practice, and Ethics*. New Delhi: Pearson Education.

Kaplan, H.I., & Saddock, B.J. ( ). *A Comprehensive Textbook of Psychiatry*. 6<sup>th</sup> Edition. Vol.1& 2, Baltimore: Williams and Wilkins.

Phares, J.E., & Trull, T.J. (1997). *Clinical Psychology. Concepts, Methods and Profession*. 5th Edition. California: Brooks/Cole Publishing Co.

### **DSE-APSY-04: Forensic Psychology**

**Objective:** To acquaint the students about the growing field of forensic psychology.

Unit I: Forensic Psychology: Introduction, Historical Perspective, Fields, Education.

Unit II: Criminal and Police Psychology, testing and assessment, Occupational stress in Police, Police interrogation, False confession. Criminal Identification.



Unit III: Psychological impacts of crime, Post-traumatic stress disorder, Family violence, bystanders intervention

Unit IV: Correctional Psychology: Legal rights of inmates: Solitary confinement, methods and models in correction, sexual offenders, Prevention of crime.

**Practicum:** Practicum on any one of the topics covered in the syllabus

**References:**

Bartol, C. R. & Bartol, A. M. (2004) Introduction to forensic psychology. New Delhi: Sage.

Blackburn, R., (1993) The psychology of criminal conduct: Theory research and practice. Chichester: Wiley & Sons.

Dhanda, A. (2000) Legal order and mental disorder. New Delhi: Sage. Harari, L. (1981) Forensic psychology. London: Batsford Academic.

**DSE-APSY-05: SELECTION & TRAINING**

**Objectives:**

- To give an overview of the core HR practices in organizations
- To impart basic psychological skills relevant for a practitioner in an organizational context

**Unit 1:** Job analysis

- a. techniques
- b. importance

**Unit 2:** Employee Selection

- a. Brief Introduction to HR and HR Cycle
- b. Steps in employee selection
- c. Selection devices: Interview, Psychometric testing, Assessment center, Work samples and situational tests

**Unit 3:** Performance appraisal

- a. Relevance of performance appraisal

- b. Performance Appraisal Methods: Graphic Rating scales, Employee comparison methods, Behavioural checklist and scales
- c. Errors and biases in performance appraisal
- d. Feedback of performance appraisal information to employees

#### **Unit 4: Training**

- a. Steps in establishing a training program
- b. Methods and techniques of training
- c. Evaluation of training programs

**Practicum:** Practicum on any one of the topics covered in the syllabus

#### **Readings:**

Aamodt, M. G. (1999). *Applied Industrial/Organizational Psychology*. India: Cengage Learning.

Chadha, N.K. (2002). *Human Resource Management: Issues, Case Studies & Experiential Exercises*. New Delhi ShriSaiPrintographers

DeCenzo and Robbins, S.P. (2006). *Fundamentals of human resource management* (8<sup>th</sup>ed). NY: Wiley.

Muchinsky, P. (2006). *Psychology applied to work: An introduction to industrial and organizational psychology*. NC: Hypergraphic Press.

Smither, R.D. (1988). *The psychology of work and human performance*. NY: Harper and Row.

#### **DSE-APSY-06: PROJECT/ DISSERTATION**

**Objectives** - Students should be enabled to design and conduct an original and ethical research. They should be able to write a dissertation in the APA format. The research done can either be empirical/data based (quantitative, qualitative, or mixed-methods) or it can be in the form of a critical review of research and theory.

**Reference** – Latest APA manual for dissertation.

**Evaluation:** Viva jointly by one internal and one external examiner.

**ABILITY ENHANCEMENT ELECTIVE COURSE (AEEC) (SKILL BASED) (Any 2, 1 in Sem III and 1 in sem IV):**

**AEEC-APSY-01: Communication Competence**

UNIT I: Communication Skills for effective presentation: Organizing skills of message and context; Presentation skills of message; Situating it to different audience, Handling question/answer.

UNIT II: Communicating skills in the interpersonal context: Engaging in meaningful conversation; Interviewing skills; Art of listening ; Non-Verbal skills

**Readings:**

Adler, R.B & Rodman, G. (2006) Understanding Human Communication. Oxford University Press.

Sherfield, R.M, Montgomery, R.J. & Moody, P.G. (2009) Developing soft skills, Pearson education, India.

**AEEC-APSY-02: Stress Management**

UNIT I: Learning about sources of stress and its symptoms: Nature of stress- various sources of stress environmental, social, physiological and psychological; Symptoms of stress - emotional response, physiological & behavioral

UNIT II: Learning to manage stress effectively : Methods - yoga, meditation, Vipassana, relaxation techniques, clarifying problem, alternate actions, support (Problem focused) emotion focused constructive approach

**Readings:**

Neiten, W. & Lloyd, M.A (2007). Psychology applied to Modern life. Thomson Detmar Learning.

**AEEC-APSY-03: Effective Leadership**

UNIT I: Developing effective behavioural styles of leadership: Communication Skills; Participatory Communication; Consideration for members; Defining goals and distributing task effectively

UNIT II: Building effective teams: Co-operation in a team; Cohesiveness, trust and interdependence

**Readings:**

Forsyth, D.R. (2006). Group processes. New Delhi: Cengage learning

Lussier, R. N. & Achua, C. (2007). Effective Leadership. New Delhi: Thomson South Western

**AEEC-APSY-04: Computer Applications in Psychology**

**Objective:** To develop Computer competency in students with MS-Office, and train students to organize and analyze data with SPSS and choosing appropriate statistical techniques for carrying out research.

**Unit I Introduction**

- a) MS Word, Power Point
- b) MS Excel
- c) Item Analysis
- d) SPSS (introduction, analysis of data)

**Unit- II Statistics**

- a) Descriptive Statistics
- b) Chi Square, t-test (Independent and Correlated)
- c) Correlation techniques (r, and rho)
- d) ANOVA (One way, Factorial); Multiple Comparison of Means
- e) Factor Analysis
- f) Partial and multiple correlations, Multiple regression analysis

**AEEC-APSY-05: Interpersonal Competencies**

**Objective:** To develop interpersonal competencies in the students for better social life.

Unit 1: Self awareness skills, Listening skills, Verbal and non- verbal communication skills

Unit 2: Trust, caring, intimacy skills, Assertion skills, Anger management skills

**Readings:**

Baumgardner, S.R. Crothers M.K. (2010). Positive psychology. Upper Saddle River, N.J.: Prentice Hall.

Carr, A. (2004). Positive Psychology: The science of happiness and human strength. UK: Routledge.

Peterson, C. (2006). A Primer in Positive Psychology. New York: Oxford University Press.

Snyder, C.R., & Lopez, S.J. (2007). Positive psychology :The scientific and practical explorations of human strengths. Thousand Oaks, CA: Sage.

**ELECTIVE GENERIC (GE) (Any 4, 1 each in sem 1, 2, 3 and 4)**

**GE-APSY-01: Introduction to Psychology and its applications**

**Objective:** To develop an understanding of the growing field of psychology and its applications

Unit 1: Nature of Psychology – Definition, Methods, Historical Development and Current Status, Psychology in India.

Unit 2: Dynamics of adjustment: theories of personality, stress and coping

Unit 3: Applications of psychology: The Interpersonal domain, Mental and physical health

Unit 4: Applications of psychology: Environment, law, education

**Readings :**

Chadha, N.K. & Seth, S. (2014). The Psychological Realm: An Introduction. Pinnacle Learning, New Delhi.

Ciccarelli S. K.; Meyer, G. E. (2008). Psychology: South Asian Edition. Pearson Longman

Passer. M. W. and Smith, R.E. (2007): Psychology: The Science of Mind and Behavior, 3<sup>rd</sup> edition or latest edition; Tata McGraw Hill.

Weiten, W. & Lloyd, M.A. Psychology applied to modern life. Thomson, Wadsworth.

**GE-APSY-02: Application of Psychology in social issues**

**Objective:** To develop an understanding of the relevant social issues and study the role of psychology in these issues.

**Unit 1:** Introduction: Social issues, Psychology and social issues

**Unit 2:** Psychology and cultural diversity: prejudice, stereotyping and discrimination, how to solve these issues, Indian context

**Unit 3:** Psychology and environment: environmental issues, role of psychology in solving environmental problems

**Unit 4:** Psychology and health: health related issues, well-being, role of psychology in mental and physical health and well being

**Readings:**

Kloos, B., Hill, j., Thomas, E., Wandersman, Elias, M. J., & Dalton, J.H. (2012). Community psychology: Linking individuals and communities. Wadsworth, Cengage.

Mikkelson, B. (1995). *Methods for development work and research: A guide for practioners*. New Delhi: Sage.

Schneider, F.W., Gruman, A., Coult, L .M. (Eds.). (2012). *Applied social psychology: Understanding and addressing social and practical problems*. New Delhi: Sage publications.

Smith, P.B., Bond, M.H., & Kagitcibasi, C. (2006). *Understanding social psychology across cultures*. New Delhi: Sage Publication.

### **GE-APSY-03: Family and Developmental applications of Psychology**

**Objective:** To understand the role of psychology in family and developmental issues

**Unit 1:** Definition, Nature and Scope of Developmental Psychology

**Unit 2:** Issues of Adolescents: stress, identity crisis, adjustment to physiological and psychological changes.

**Unit 3:** Family and Marital Problems, solutions for these problems, Love, Relationships, and Break down of relationships

**Unit 4:** Psychology of Gender: gender roles, gender and mental health

#### **Readings:**

Berk, L. E. (2010). *Child Development* (9th Ed.). New Delhi: Prentice Hall.

Baron, R.A., Byrne, D. & Bhardwaj. G (2010). *Social Psychology* (12th Ed).New Delhi: Pearson.

### **GE-APSY-04: Applications of Psychology in Industries and Organizations**

**Objective:** To understand the applications of psychology in industries and organizations

Unit 1: Nature of I/O Psychology, I/O psychology in the Indian context

Unit 2: Enhancing job satisfaction, organizational commitment, work engagement and productivity

Unit 3: Enhancing work motivation and developing leadership potential

Unit 4: Employing psychological principles in recruitment, selection, training and performance appraisal.

#### **Readings:**

Chadha, N.K. (2007). Organizational Behavior. Galgotia Publishers: New Delhi.

Chadha, N.K. (2005). Human Resource Management-Issues, case studies and experiential exercises. 3rd edition. New Delhi: Sai Printographers.

DeCenzo, D.A. & Robbins, S.P. (2006). Fundamentals of human resource management. (8th Ed). NY: Wiley.

Greenberg, J. & Baron, R.A. (2007). Behaviour in Organizations (9<sup>th</sup> Ed.). India: Dorling Kindersley.

### **GE-APSY-05: Environmental Psychology**

**Objective:** To understand the interrelationships among the physical environment, individual differences, and human behavior and experience and various environmental issues.

Unit I: The Nature and Scope of Environmental Psychology, Role and Functions of Environmental psychologists

Unit II: Individual Processes: Environmental Perception and Cognition, Environmental Attitudes, Environment-Behavior Relationships

Unit III: Environmental problems: Noise, pollution, Overpopulation, crowding

Unit IV: The Future: Saving the Environment, role of media, practitioners, NGO's contribution

### **Readings:**

Bell, P.A., Greene, T.C., Fisher, J.D., & Baum, A. (2001). Environmental Psychology, Harcourt, Inc.: Fort Worth, TX.

Cialdini, R.B. (2003). Crafting normative messages to protect the environment, Current Directions in Psychological Science, 12(4), 105-109.

Fisher, J.D., Bell, P.A., and Baum, A. (1984). Environmental Psychology. NY: Holt, Rinehart and Winston.

Gallagher, W. (1994). The Power of Place. Harper Perennial: NY.

Holahan, C.J. (1982). Environmental Psychology. NY: Random House.



## **GE-APSY-06: Educational Psychology**

**Objectives:** To understand the application of psychological principles to the field of education

Unit 1: Definition, Nature and Scope of Educational Psychology, theoretical perspectives

Unit 2: Effective Teaching – Learning Methodologies / Pedagogies, evaluation, characteristics of effective teachers, classroom management.

Unit 3: Issues of physically and mentally challenged Students, learning disabilities, responsibilities of teachers towards them.

Unit 4: Human Diversity and Education: Differences in Cognitive Styles & Learning Strategies, Readiness for Learning & Classroom Achievement, Intelligence, Creativity & Personality; Socio-cultural Differences: Gender, Socio-Economic Status, Ethnic & Linguistic Diversity

### **References:**

Lahey R.B. Graham J. E., (2000) An Introduction to Educational Psychology, 6th Ed., Tata McGraw Hill Publishers, New Delhi.

Slavin, R. (2008). *Educational psychology: Theory into practice*, (9th ed.). Boston: Allyn and Bacon.

Santrock J. W. (2010) Educational Psychology, Inwin Professional Publishers, Delhi.

Woolfolk, A. (2004) Educational Psychology, 9th Edition, Allyn and Bacon, Boston.

Woolfolk, A. & Woolfolk, H. A. (2008) Educational Psychology, Pearson, New Delhi.

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