M.S.C- APPLIED PSYCHOLOGY

Curriculum and Syllabus
APSY : 411: SCHOOLS AND SYSTEMS OF PSYCHOLOGY

Unit: I
Scientific basis of Psychology – Major areas of Psychological research – goals of Psychology.

Unit: II

Unit: III

Unit: IV

Unit: V

Unit: VI

Unit: VII
NeoFreudian approaches to Psychology – contributions of Karen Horney _ Stack Sullivan, Erich Fromm – applications.

Unit: VIII
Humanistic perspective – Major contributions – Maslow’s Hierarchy of Needs – Carl Rogers view on Human personality – Applications.

Unit: IX

Unit: X
Applications of Psychology – major areas and fields of Psychology – multicultural perspectives.

Text Books:

Introduction to Psychology, Morgan Et. Al, Tata Megarow Hill,2000
Introduction to Psychology, Dennins Coon, Thompson Leaning, Asia Ltd. 2001.

Reference Books:

Understanding Psychology, Feldman, Tata Megraow Hill 2000
APSY: 412: ADVANCED GENERAL PSYCHOLOGY – I

Learning Objectives: To enable the students to understand
- The Meaning, history and biological basis of Psychology
- The nature of Consciousness, sensation, perception and their principles
- The nature and theories of learning, memory and forgetting
- The Basic Concepts and Theories of motivation, emotions and stress and theories of cognition

Unit – I – Introduction : Psychology a Science and a perspective

Unit – II – Biological Bases of Behavior

Unit – III – Sensation

Unit – IV – Perception
Perception – Putting all together – Plasticity of perception: To what Extent is it Innate or Learned? Nature – Definition – Extrasensory perception: Perception without Sensation?

Unit – V – State of Consciousness

Unit – VI – Learning – How we are changed by experience

Unit – VII – Memory and Forgetting – of things remembered and forgotten.

Unit – VIII – Cognition
Unit – IX – Motivation and Emotion
Motivation: The Activation and Persistence of Behavior – Basic concepts – Theories of Motivation – Aggressive Motivation – Sexual Motivation – Motivation to Know and to be Effective – Biological Motivation.


Text Book

Suggested Readings:


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The Field of Social Psychology:

Unit – 1: Definition – Current and Future Trends – Methods of Social Psychology.

Social Perception

Unit – 2: Nonverbal Communication – Attribution – Impression Formation and Impression Management.

Social Cognition


Attitudes


Aspects of Social identity


Unit – 8: Gender: Gender Identity and Gender stereotypes – Gender Role Behaviour and Reactions to Gender role Behaviour – Discrimination in the work place – Differences between men and women: Biology – Gender Role.

Prejudice and Discrimination


Books:


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APSY: 414: DEVELOPMENTAL PSYCHOLOGY – I

Unit – I

GROWTH AND DECLINE – PRINCIPLES AND FACTS OF DEVELOPMENT

Introduction; The scope of developmental psychology; Scope of life span development; Principles and facts of development.

Unit – II

THE CHARACTERISTICS OF PRE – NATAL PERIOD

Introduction; Characteristics of prenatal period; Conception; Importance of conception; Hereditary endowment; Ordinal position; Attitude of significant people; Conditions influencing attitude; Hazards during prenatal period; Physical hazards; Psychological hazards.

Unit – III

INFANCY – CHARACTERISTICS OF MAJOR ADJUSTMENTS AND HAZARDS

Introduction; Characteristics of infancy period; Conditions influencing adjustment to postnatal life; Postnatal care; Emotions of the new born; Hazards in infancy.

Unit – IV

BABYHOOD – I

Characteristics of babyhood; Developmental tasks; Physiological functions; Speech development

Unit – V

BABYHOOD – II

Beginning in the interest in play; Beginning of morality; Role of discipline in babyhood; Sex role typing; Personality development in babyhood; Hazards in babyhood

Unit – VI

BABY HOOD – III

The process of socialization in babyhood; The emotional patterns in babyhood; The family relationship pattern in babyhood
Unit – VII

EARLY CHILDHOOD

Characteristics of early childhood; Developmental tasks; Physical development; Improvement in speech and comprehension; Improvement in speech skills; Content of speech; Emotions; Socialization; Companions; Types of leadership; Play and moral development

Unit – VIII

DISCIPLINE IN EARLY CHILDHOOD

Common interests in early childhood; Family relationships in early childhood; Hazards in early childhood

Unit – IX

LATE CHILDHOOD – I

Characteristics of late childhood; Physical development in late childhood; Skills of late childhood; Speech improvement in late childhood

Unit – X

LATE CHILDHOOD – II

Common emotional pattern of late childhood; Characteristics of childhood’s gangs; Play interests in late childhood; Hazards in late childhood.
Unit – I : The Frequency distribution
1. Measurement
2. Drawing up a Frequency distribution
3. The graphic representation of the frequency distribution

Unit – II : Measures of central tendency
1. Calculation of measures of central tendencies – Mean, Median and Mode
2. Significance of measures of central tendencies
3. When to use the various measures of central tendencies.

Unit – III : Measures of variability
1. Calculation of measures of variability
2. Significance of measures of variability
3. When to use the various measures of variability

Unit – IV : Cumulative distributions; Graphic methods and percentiles
1. The cumulative frequency graphs
2. Percentiles and percentile ranks
3. The cumulative percentile curve or Ogive
4. Graphic methods

Unit – V : The normal distribution
1. The meaning and importance of the normal distribution
2. Properties of the normal probability distribution
3. Applications of the normal probability curve
4. Probability and basic terminology

Unit – VI : Correlation
1. The meaning of correlation
2. The coefficient of correlation
3. The calculation of the coefficient of correlation by the product moment method
4. Correlation coefficient for ranked data.

Unit – VII : Alternative correlational Techniques
1. Biserial correlation
2. Point – Biserial correlation
3. The Phi – Coefficient
4. Tetra choric Correlation
5. Kendall’s Tau’s coefficient

Unit – VIII : Regression and prediction
1. The regression equations
2. The accuracy of predictions from regression equations
3. Factors affecting the interpretation of ‘r’
4. The interpretation of the coefficient of correlation
Unit – IX : Categorical data and Chi-Square
1. Statistical importance of the Chi-square distribution
2. The Chi-Square test – one – way classification
3. Chi-Square as a test of the independence of two variables
4. Chi-Square for Larger contingency tables
5. Measures of association

Unit – X : The significance of the difference between Means and other statistics
1. The significance of the difference between means
2. The significance of the difference of the SD’s
3. The significance of the difference between percentages and correlation coefficients.

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APSY: 416: PSYCHOPATHOLOGY – I

Objectives:

1. To define and explain abnormal behaviour with a historical note based on multi – perspective approach.
2. To deal with vital issues pertaining to assessment and diagnosis of various conditions of abnormality.
3. To describe and elucidate abnormal conditions such as anxiety disorders, dissociative and somatoform disorders.

Unit – I : INTRODUCTION

➢ Definition of Abnormal Behaviour
➢ Explanation of Abnormal Behaviour
➢ Conceptions of Abnormal Behaviour – A short History with special reference to classification of psychological disorders
➢ A multi – perspective approach – psychological and biological perspectives

Unit – II : PSYCHODYNAMIC PERSPECTIVE

➢ The psychodynamic perspective – basic concepts of Freudian theory; the descendants of Freud; evaluating the psychodynamic perspective.

Unit – III : HUMANISTIC – EXISTENTIAL PERSPECTIVE

➢ The Humanistic – Existential perspective – the background and underlying assumptions of humanistic and existential psychology; comparing humanism and existentialism evaluating the humanistic and existential perspective.

Unit – IV : BEHAVIOURAL PERSPECTIVE

➢ Behavioural perspective – the background and assumptions of behaviourism; the mechanisms of learning; Neobehaviourism (cognitive behaviourism); abnormal behaviour as a product of learning; evaluating behaviourism.

Unit – V : COGNITIVE PERSPECTIVE

➢ The cognitive perspective – the background of the cognitive perspective; cognitive appraisal, self-reinforcement; information processing; evaluating the cognitive perspective.

Unit – VI : SOCIO – CULTURAL PERSPECTIVE

➢ The socio – cultural perspective – psychopathology as the product of social pathology; psychopathology as a social institution; evaluating the social – cultural perspective.

Unit – VII : BIOLOGICAL PERSPECTIVE

➢ Behavioural Genetics
➢ The central nervous system
➢ The peripheral nervous system – somatic and autonomic
➢ The endocrine system
➢ Evaluating the biological perspective
Unit – VIII : ASSESSMENT AND DIAGNOSIS

- Assessment: The issues – need for assessment; psychiatric diagnosis and classification of abnormal behaviour (DSM – IV TR/CD -10); problems in assessment.
- Methods of Assessment – the interview; psychological tests; laboratory tests; observation in natural settings.
- Theoretical perspectives on assessment – the psychodynamic approach; the behavioural approach; the cognitive approach; the humanistic – existential approach; the biological approach.

Unit – IX : ANXIETY DISORDERS

- Panic disorder
- Generalized anxiety disorder
- Phobic disorder
- Obsessive – compulsive disorder
- Post – traumatic stress disorder
- Theoretical perspectives on the anxiety disorders

Unit – X : DISSOCIATIVE AND SOMATOFORM DISORDERS

- Dissociative disorders – psychogenic amnesia; psychogenic fugue; multiple personality; depersonalization disorder.
- Somatoform disorders – hypochondriasis; somatization; conversion disorder.
- Perspectives on the dissociative and somatoform disorders.

References:


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Measurement / Assessment of

Localization of sound
Plotting the visual Field and Colour Zones
Visual Acuity
Visual Perception, Illusion
Constancy of Perception
Depth Perception
Thresholds
Kinesthetic Sensitivity
Reaction Time
Types of Learning
Memory
Motives
Judging Emotions
Intelligence
Problem Solving
Creativity
Personality
Attitudes
Social Behaviour
Family Environment
Loneliness
Learning Objectives: To enable the students to understand
- The meaning and Theories of Cognitions, Intelligence and Personality
- The nature and theories of Health Psychology, Concepts of Wellness and illness and its impact on behavior pattern
- The meaning of Stress and Coping mechanisms
- The Dynamics of Social Cognition and Social Behavior
- The Basic concepts of life span development and its implications.

Unit – I - Intelligence

Unit – II - Measuring Intelligence and Creativity
Measurement of Intelligence – Emotional Intelligence – Theories of Intelligence – Assessment of Intelligence – Creativity – Techniques of Creativity.

Unit – III – Personality

Unit – IV – Measuring Personality

Unit – V - Health Psychology

Unit – VI – Stress, and Coping
Stress: Its causes, effects, and control – Basic nature – some Major causes – some Major effects.

Unit – VII – Social thought and Social Behavior
Social thought: Thinking about other people – Attribution – Understanding the cause of other’s Behavior – Social cognition: How we process Social information

Unit – VIII – Social Behavior
Unit – IX - Human Development I – The Childhood Years
Physical Growth and Development – Perceptual Development – Cognitive Development: Changes in our Ability to understand the world around Us.-Moral Development: Reasoning about “Right” and “Wrong” – Social and emotional Development: Forming Relationships with others – From gender identity to Sex – Category Constancy: How Children come understand that they are Female or Male.

Unit – X – Human Development II – Adolescence, Adulthood, and Aging
Adolescence: Between Child and Adult – Development during our Adult years – Aging – Death – Bereavement.

Text Book

Suggested Readings:
APSY:423: Advanced Social Psychology – II

Interpersonal Attraction

Unit – I

Close Relationships

Unit – II

Social Influence

Unit – III

Prosocial Behaviour

Unit – IV

Unit – V

Aggression

Unit – VI
Theoretical Perspectives on Aggression: Instinct Theories and the role of Biological factors – Drive Theories – Modern Theories of Aggression: Learning – Cognitions – Mood and Arousal.

Unit – VII
Groups and individuals

Unit – VIII

Unit – IX

Unit – X

Books:

APSY:424: Developmental Psychology – II

Unit – I
PUBERTY – I
Introduction; Criteria of Puberty; Characteristics of Puberty; Causes of Puberty

Unit – II
PUBERTY – II
Growth spurt; Deviations; Psychological effects

Unit – III
ADOLESCENCE – I
Introduction; Characteristics of Adolescence; Developmental tasks; Physical changes; Emotional changes during Adolescence

Unit – IV
ADOLESCENCE – II
Sex Behaviour and Morality; Sex role; Family relationships; Personality changes

Unit – V
ADULTHOOD – I
Introduction; Characteristics of early adulthood; Developmental tasks; Interests in early adulthood

Unit – VI
ADULTHOOD – II
Adjustment to spouse; Family; Vocation; parenthood; Singleness

Unit – VII
MIDDLE AGE – I
Introduction; Characteristics of middle age; Developmental tasks; Physical changes and their Psychological impact; Mental changes; Changes in Interests

Unit – VIII
MIDDLE AGE – II
Personal adjustments; Social adjustments; vocational adjustments; Preparation for old age

Unit – IX
OLD AGE – I
Introduction; Characteristics of old age; Developmental tasks; Physical changes; Psychological changes

Unit – X
OLD AGE – II
Adjustment to self; Adjustment to retirement; Adjustment to family; Adjustment to singleness; Hazards of old age; The self – personality in old age.
APSY:425: Psychological Statistics – II

Unit – I : Non parametric and distribution – free statistical tests
1. Mann – Whitney ‘U’ test
2. Wilcoxon’s matched – pairs signed rank test
3. The sign test
4. The median test
5. Kruskal – Wallis one – way analysis of variance
6. Friedman’s rank test for correlated samples

Unit – II : Simple analysis of variance
1. The general approach
2. The logic of analysis of variance
3. Calculations in the analysis of variance
4. Unequal sample sizes

Unit – III : Factorial analysis of variance
1. The logic of analysis of variance
2. Calculations in the analysis of variance
3. Unequal sample sizes
4. Higher order – factorial designs

Unit – IV : Hypothesis Testing
1. Hypothesis testing
2. The Null hypothesis
3. Type I and type II errors
4. One and two tailed tests

Unit – V : multiple comparisons among treatment – means
1. Post – hoc comparisons – Duncan’s Multiple Range Test
2. Tukeys tests
3. The Scheffe test
4. Dunnett’s test
5. Trend Analysis

Unit – VI : Analysis of variance and covariance
1. One – way analysis of covariance
2. Interpreting an analysis of covariance
3. Factorial analysis of covariance
4. Multivariate analysis of variance
Unit – VII :  Reliability of test scores

1. The reliability of test scores
2. Methods of determining reliability
3. Some other factors in reliability
4. Reliability of speed tests

Unit – VIII :  Validity of test scores

1. Validity of test scores
2. Types of validity
3. Methods of determining validity

Unit – IX :  Methods of sampling

1. Significance of sampling in psychological research
2. Probabilistic sampling methods
3. Non–probabilistic sampling methods

Unit – X :  Item analysis

1. Item selection
2. Item difficulty
3. Item validity

REFERENCES:

1. H.E. Garrett. “Statistics in psychology and Education” Vakils, Peffer and Simons Ltd, Bombay

Text Books:


References Books:

Objectives:

1. To throw light on stress related disorders, mood disorders, additive disorders, abnormality in sexual behaviour, schizophrenia, paranoia (delusional disorders) and developmental disorders besides mental retardation and autism.
2. To make students understand legal and ethical issues in abnormal psychology so that they march steadily towards professionalism.

Unit – I - Psychological Stress and Physical Disorders
- Personality and body – autonomic reactions to stress; psychological events and physical illness; a disregulation model.
- Stress – related physical disorders – systems approach; cancer.
- Theoretical perspectives on stress related physical disorders.

Unit – II – Mood Disorders
- Characteristics of depressive and manic episodes – major depressive episode; manic episode.
- Mood disorder syndromes – major depression; bipolar disorder; dysthymia and cyclothymia; dimensions of mood disorder; comorbidity; mixed anxiety – depression.
- Perspectives on the mood disorders
- Suicide – prevalence; prediction; perspectives.

Unit – III – Personality Disorders
- Antisocial personality disorders – The psychiatric classification of antisocial behaviour; characteristics of the antisocial personality; antisocial behaviour in juveniles; conduct disorders.
- Theoretical perspectives on the personality disorders.

Unit – IV - Additive Disorders
- The nature of substance dependence and abuse
- Alcoholism, nicotine dependence, other psychoactive drugs (depressants, stimulants, hallucinogens, marijuana and hashish).
- Perspectives on drug dependence – neuro chemistry; personality & social perspectives; drug rehabilitation; relapse prevention.

Unit – V - Abnormality in Sexual Behaviour
- Forms of sexual dysfunction and theoretical perspectives on sexual dysfunction.
- Sexual deviations and theoretical views.

Unit – VI - Schizophrenia and Paranoia (delusional disorders)
- The prevalence of schizophrenia
- The history of diagnostic category
- The symptoms of schizophrenia and its subtypes
The course (process) of schizophrenia
The dimensions of schizophrenia – positive – negative symptoms dimension; paranoid – nonparanoid dimension
Theories on schizophrenia
Delusional disorders

Unit – VII - Organic Brain Disorders
Problems in diagnosis
Organic brain disorders classified by etiology – cerebral infection; brain trauma; strokes; brain tumours; degenerative disorders; nutritional deficiency; endocrine disorders; toxic disorders.
Seizure disorders – types; precipitation;

Unit: VIII – Disorders of Childhood and Adolescence
General issues in childhood psychopathology – prevalence; classification and diagnosis.
Disruptive behaviour disorders – attention deficit hyperactivity disorder; conduct disorder.
Disorders of emotional distress – anxiety and childhood depression.

Unit: IX
Habit disorders – eating, elimination and sleep disorders.
Specific developmental disorders – learning disabilities and communication disorders.
Theoretical perspectives on disorders of childhood and adolescence.

Unit – X - Mental Retardation and Autism
Definition and levels of mental retardation
Organic and environmental factors in mental retardation
Autism – symptoms and perspectives
Society, retardation and autism
Prevention, education and rehabilitation

Unit – XI - Legal and ethical issues in abnormal Psychology
Psychological disturbance and criminal law
Civil commitment
Patients’ rights and ethical issues
Power and the mental health profession

References:


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UNIT I - **Introduction:** The field of OB; Emergence of OB as a discipline and contributing disciplines to OB; contributions of Hawthorne studies to OB; What are organizations? Why study OB? OB trends – Globalization; outsourcing; call centres; knowledge process outsourcing. Implications for OB; e-business and OB; telecommuting, changing work force; workplace values and ethics; The FIVE anchors of OB aid knowledge management.

UNIT II - **Individual behaviour and processes:** Individual behaviour, Values, Personality, Perception, Attribution and Learning in organizations; Workplace emotions and attitudes; Job satisfaction: Applied performance practices; Impression management; organizational commitment.
- Managerial assumptions about human nature and implied strategies.
- Views and Models of man (Nature of Individuals).

UNIT III - **Motivational Process:** Meaning of motivation; Primary motives; General motives, Secondary motives & Motivational process.
Content theories of work motivation – Maslow’s Hierarchy of needs; Herzberg’s two factor theory; ERG theory. Theory X and Theory Y.

**Process theories of Work motivation:**
- Vroom’s expectancy theory
- The Porter-Lawler Model

**Contemporary Theories:**
- McClelland’s Three need theory
- Goal setting theory; Equity theory
- Reinforcement theory.

Motivation Across cultures.

UNIT IV - **Positive Psychology Approach to OB**
- **Optimism:** Dimensions of optimism; Optimism in work place; Hope; Happiness of subjective wellbeing.
- **Emotional Intelligence:** Role of emotional intelligence; meaning of emotional intelligence; emotional intelligence in workplace.
- **Self efficacy:** The theoretical background and meaning of self-efficacy; The process and impact of self-efficacy; Sources of self-efficacy; Implications for self-efficacy in the work place.

UNIT V - **Communication and Decision making in organizations:**
- Definition of Communication; Role of Communication; Model for Communication; Modern perspective communication channels.
- **Communication Media and Technology:** Choosing a medium for communication; management information systems; Telecommunications and Telecommuting; Communication Barriers.
- **Non-Verbal Communication:** Body language and Paralanguage; Improving non-verbal communication.
- **Interpersonal Communication:** Importance of how to talk to others; Feedback; Variables in interpersonal communication.
- Downward Communication and Upward Communication.
**Interaction Communication in organization:** The extent and implications of interactive communication; the process and methods of interactive communication.

**Communication Skills:** Active listening skills and Feedback skills – Communication across cultures.

**Decision Making:** Groups vs. Individuals; Advantages and disadvantages of groups. Group think and group shift;

**Decision making techniques:** Brain storming, normal group technique; Delphi technique, Electronic meetings.

**UNIT VI - Groups and Teams in organizations:**

**Groups:**
Nature of Psychological groups; Types of groups; Functions of groups; Dynamics of group formation; Dysfunctions of groups and teams.

**Teams in Work place:**
Types of teams; A model of team effectiveness; Team design features; Team processes; The trouble with teams; Self directed work teams; virtual teams; team building.

**UNIT VII - Stress, Conflict and Power in Work place:**

**Stress:** Causes of stress; individual differences in stress; consequences of distress; managing work related stress.

**Conflict:** The conflict process; Sources of conflict in organizations; Interpersonal conflict management styles; Structural approaches to conflict management; Resolving conflicts through negotiation; third party conflict resolution.

**Power:** Meaning of power; sources of power; Contingencies of power; Influencing others; Influencing tactics and organizational politics.

**UNIT VIII - Organizational Processes:**

**Organizational structure and design:** Division of Labour and Coordination; Elements of organizational structure; Forms of departmentalization and Contingencies in organizational design.

**Organizational Culture:** Elements of organizational culture; organizational culture and performance; managing organizational culture; changing and strengthening organizational culture.

**Organizational Change and Development:** Lewin’s Force Field Analysis model; Restraining Forces; Unfreezing, Changing and Refreezing; Strategic visions change agents; and diffusing change; Approaches to organizational change; personal change.

**UNIT IX - Leadership:**
What is leadership? Functions of managers; difference between leader and manager.

**Historically important studies on leadership:** The Iowa leadership studies; The Ohio state leadership studies; The Michigan leadership studies.

**Traditional theories of leadership:** Trait theories; Group and exchange theories; contingency theory; path-goal leadership theory.

**Modern Theoretical Process of leadership:** Charismatic leadership theories; Transformational leadership theory; A socio-cognitive approach; Leadership across cultures; corporate leaders.
Great leaders: Styles, Activities and Skills Leadership styles. The roles and activities of leadership; Leadership skills.

UNIT X - Managing and Leading for Higher Performance: Managing performance through job design and goal setting; Job design; Quality of work life; Socio technical design and higher performance work practice. Goal setting: Theoretical background of goal setting; Impact of goal setting; performance management techniques; Applications of goal setting. Impact on the Psychological contract.

References:


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APSY: 532: HUMAN RESOURCE DEVELOPMENT – I

UNIT I - INTRODUCTION:

UNIT II - HUMAN RESOURCE PLANNING

UNIT III - JOB ANALYSIS AND JOB DESIGN

UNIT IV - RECRUITMENT, SELECTION AND SOCIALISATION
Sources of recruitment – methods of recruitment – constraints of recruiting sources.

UNIT V - EMPLOYEE TESTING AND SELECTION
Basic testing concepts – types of tests – work samples and simulations – Psychometric testing – advantages and limitations – background investigations and reference checks.
Basic features of interview – designing and conducting effective interview – different types of interview – advantages and limitations.
Socializing new employee – process and programmes.

UNIT VI - APPRAISING AND MANAGING PERFORMANCE

UNIT VII - COMPENSATION AND BENEFITS
Financial incentives and employee benefit services – statutory and non-statutory benefits – incentive plans – individual and group and team based plans – fringe benefits.

UNIT VIII - EMPLOYEE GRIVENANCES AND DISCIPLINE
Nature of grievances – model grievance redressal procedure – grievance management.
Types of discipline problems – disciplinary action – conducting domestic enquiry – guidelines in administering discipline – disciplining special employee groups.
UNIT IX - JOB STRESS AND OCCUPATIONAL HEALTH AND SAFETY

UNIT X - EMERGING TRENDS IN HRD

Reference:


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Objectives
1. To enable the students to understand various concepts in Training and Development.
2. To gain an in-depth understanding of various Training Methods.
3. To understand the principles of Organization Development and its Techniques.

CHAPTER-I Training and Assessment of Needs
Defining Training/ HRD; Model of the Training Process; What do trainers/ HRD professionals do?; Where do HRD responsibilities fit in Organizations?; An open systems theory perspective for training; Change; The emerging discipline of Organizational Development; What is Training Needs Analysis?; Types of Training; Reactive and Proactive TNA’s; How should a TNA be conducted?

CHAPTER-II Designing Training for Effective Learning
The role of the trainer; learning objective; facilitating the learning process; arrangement of training activities.

CHAPTER-III Training Methods- (Behavioral)
Non-experiential Training Techniques:
Lecture: definition and feasibility; Audio- visuals: definition and feasibility; Programmed Instruction and Computer Assisted Instruction: definition and feasibility.

CHAPTER-IV Experiential Training Techniques:
Experiential Learning Philosophy; Simulation; In- basket Technique; Case- Study Method; the Incident Method; Role- Playing; Behavior Modeling Training; T- Groups; Sensitivity training and Laboratory Education; Group Discussion; Educational Games; Training with psychological instruments.

CHAPTER-V Training Methods- (Technical)
Typical Approaches to on- the- job training; off- the- job technical training; Innovative Approaches: Socialization; The Technical Training System; Training on 5-s concept; six sigma; TQM and TPM.

CHAPTER-VI Advanced Training Techniques
Transactional Analysis: Ego states; life positions; life scripts; transactions- complementary, non complementary, ulterior; stroking; psychological games; benefits and uses of TA
Neuro Linguistic Programming: Concepts; NLP presuppositions; change of state model; the four pillars of wisdom; life content model; NLP outcome; Neurological levels; the gateways; Physiology of representation system.
Competency Mapping: Concepts, methods and applications.

CHAPTER-VII Training and Developing Managers
Why Management Development? The nature of the Managerial job; Knowledge and Skills requirements of managers; sources of knowledge/ skill acquisition; Management Development Programs and Techniques; Career Planning and Development.
CHAPTER-VIII  Organizational Change
Need to introduce change; Managerial Response to the need for change; dimensions of change; three step sequential model of the change process; methods of introducing change; choice between directive and participative methods; resistance to change; strategy for change.

CHAPTER-IX  Organizational Development
Need; Definition of OD; Characteristics of OD; Nature of OD; Objectives of OD; OD Expert; Phases of an OD Programme; OD Interventions; OD in Indian Industry; Criticism of OD.

CHAPTER-X  Emerging concepts in OD
Quality circles; Counseling/ Mentoring; Learning Organizations; Just- in- time or Lean Production; Autonomous Work Teams; Core competence/ smart sizing; Flat organizations; TQM; Bench marking; Quality of work life; business process Re- engineering; Strategic Positioning.

References

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UNIT I - SCIENCE AND THE SCIENTIFIC APPROACH
The search for knowledge
Four methods of knowing
Science and common sense
Science and its functions
The aims of Science, Scientific explanation and theory
Scientific research – a definition
The scientific approach

UNIT II - TYPES AND PURPOSES OF RESEARCH
Basic research
Applied research
Action research
Historical research – Purpose, history and science, historical generalization, historical hypothesis, sources of data (Primary and Secondary) historical criticism – (external and internal) writing the historical report.

UNIT III - PROBLEMS, HYPOTHESES CONSTRUCTS, VARIABLES AND DEFINITIONS
Definition of problems and hypotheses
Generality and specificity of problems and hypotheses
The importance and criteria of problems and hypotheses
The multivariable nature of behavioral research
Constitutive and operational definitions of constructs and variables
Definition and types of variables

UNIT IV - SAMPLING
Definition of sample
Sample size and representative ness
Kinds of sampling-probability and nonprobability

UNIT V - RESEARCH DESIGNS
Meaning, purpose and principles (Max-min-con principle)
General designs of research
Factorial and correlated groups designs
Single-subject experimental design

UNIT VI - METHODS OF DATA COLLECTION
Observation
Interview
Q-Sort technique
Semantic differential technique
Survey differential technique
Public opinion survey
Steps in test construction
UNIT VII - QUALITATIVE RESEARCH
Themes of qualitative research
Research questions
Theoretical traditions
Research strategies document or content analysis ethnographic studies
Review of documents
Other qualitative data collection techniques
Data analysis and interpretation
Combining qualitative and quantitative research

UNIT VIII - QUANTITATIVE ANALYSIS OF DATA
Actor analysis, canonical correlation, cluster analysis
Computer data analysis
The computer
Data organization
Computer analysis of Data
Descriptive Statistics – Bivariate correlation, Means, SDs
Graphs
Multiple Regression and Path analysis
ANOVA
Results from analyses
Statistics on the World Wide Web (Internet)
Qualitative Analyses using Computer software

UNIT IX - PREPARING A RESEARCH PROPOSAL
The Academic Research problem
Levels of Research
Sources of Problems
Evaluating Problem
Using the Library
Finding Related Literature Microfiche
References and Bibliography
Fair use of copyrighted materials
The research proposal
The first Research project
Submitting to a funding Agency
Thesis Proposal
Ethics in Human experimentation
History of research ethics regulations.
UNIT X - THE RESEARCH REPORT
Style manuals
Format of the research report
Main Body of the report
References and appendices
The Thesis or dissertation
Reference Form
Pagination
Tables
Figures
Evaluating a Research Report

Books:


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Chapter I
Market and Consumer Behavior: What is a market? Objectives of the study of the market; types of markets, kinds of goods, economic model of buyer behavior; psychological model, Howard-Sheth Model; social and cultural influences on buyer behavior; Marketing research process; methods for measuring consumer preferences.

Chapter II
Consumer Motivation: Nature of consumer motivation, motivation and buying, social class and consumer behavior; kinds of buying motives.

Chapter III
Advertising: The needs and purposes of advertisement, types of advertisement; goals of advertisement; creation of advertisement; appealing to needs and motives. The measurement of the effectiveness of advertisement; essentials of a good advertisement.

Chapter IV
Sales Promotion: Salesmanship; essentials of effective selling. Qualities of a good salesman; process of selling; building the sales force- organization- recruiting- selecting- training- remuneration- supervision and direction; motivation; control and evaluation.

Chapter V
Packaging: Meaning and importance of Packaging; essentials of packaging; package design; role and advantages of packaging; requisition of a good packaging; labeling; kinds of labels. Branding- meaning of brand; meaning of trade mark; reasons, importance and function of branding; essentials of good brand; types of brands; advantages of branding.

Chapter VI
Measuring and Forecasting markets: Major concepts in demand measurement; estimating current demand; estimating future demand; survey of buyers intentions; composite of sales force opinions; expert opinions; market test method; time series analysis; statistical demand analysis.

Chapter VII
Developing, testing and launching new products and services: the new product development; new product development process; idea generation; idea screening; concept development and testing; marketing strategy development; business analysis; product development; market testing and commercialization. New product pricing strategies; product mix pricing strategies; price adjustment strategies; price changes; public policy and pricing.
Chapter VIII
Organizing and implementing marketing programmes: Company organization; market organization; market implementation; diagnostic skills; company levels; marketing implementation skills; implementation- evaluation skills; government policies and marketing programmes.

Chapter IX
Evaluation and Controlling Marketing Performance: Annual plan control; profitability control; efficiency control; strategic control; concept of marketing controller.

Chapter X
Global Marketing Today- Global marketing environment- deciding on the global marketing programme- deciding on the global marketing organizations. Social criticisms of marketing- citizen and public actions to regulate marketing- business actions toward socially responsible marketing: enlightened marketing- marketing ethics.

References


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APSY:541: PERSONALITY DEVELOPMENT COURSE

Objectives

1. To make students understand the concept and components of personality, thereby to apply the acquired knowledge to themselves and to march towards excellence in their respective academic careers.
2. To enable the students to understand the various kinds of Interpersonal Relationships and related theories.
3. To bring out creativity and other latent talents with proper goal setting so that self-esteem gets enhanced.
4. To sharpen memory skills and others study skills, which are vital for academic excellence.
5. To give training for positive thinking which will keep the students in a good stead at the time of crisis.
6. To help students understands the mechanism of stress particularly negative emotions such as anxiety, anger and depression for effective management.
7. To introduce the basic concepts of body language for conflict management.
8. To give inputs on some of the important interpersonal skills such as group decision – making, negotiation and leadership skills.
9. To make students learn and practice the steps involved in time management.
10. To impart training for empowerment thereby encouraging the students to become successful entrepreneurs.

Unit – I – Introduction

• Definition of personality
• Determinants of personality – biological, Psychological and socio-cultural factors.
• Misconceptions and clarifications
• Need for personality development

Unit – II - Self – Awareness and Self Motivation

• Self analysis through SWOT and Johari window
• Elements of Motivation
• Techniques and strategies for self motivation
• Motivation checklist and Goal setting based on principle of SMART
• Self motivation and life
• Importance of self-esteem and enhancement of self-esteem.

Unit – III - Memory and study skills

• Definition and importance of memory
• Causes of forgetting
• How to forget (thought stopping). How to remember (techniques for improving memory)
• The technique of passing exams-management of examination fear.
Unit – IV -  Power of Positive thinking

- Nurturing creativity, decision-making and problem solving.
- Thinking power – steps for dealing with doubt
- Traits of positive thinkers and high achievers
- Goals and techniques for positive thinking
- Enhancement of concentration through positive thinking
- Practicing a positive life style.

Unit – V-  Concept and Types of Interpersonal Relationship

- Interaction: The essence of a relationship – causes of interpersonal relationship

Unit – VI -  Stress Management

- Definitions and manifestations of stress
- Stress coping ability and stress inoculation training
- Management of various forms of fear (stage fear or public Speaking anxiety) depression and anger
- Dealing with crisis and disasters.

Unit – VII -  Social Skills and Conflict Management Skills

- Component of Social Skills, effective ways of dealing with people.
- Types of conflict (intrapersonal, intra group and inter group conflicts)
- Basic concepts, cues, signals, symbols and secrets of body language
- Significance of body language in communication and assertiveness training
- Conflict stimulation and conflict resolution techniques for effective conflict management

Unit – VIII -  Interpersonal Skills

- Concept of team in work situation, promotion of team sprit, characteristics of team player.
- Awareness of one’s own leadership style and performance.
- Nurturing leadership qualities.
- Emotional intelligence and leadership effectiveness – self awareness, self management, self motivation, empathy and social skills.
- Negotiation skills – preparation and planning, definition of ground rules, clarification and justification, bargaining and problem solving, closure and implementation

Unit – IX -  Time Management

- Time wasters – Procrastination
- Time management personality profile
- Time management tips and strategies
- Advantages of time management
Unit – X - Towards Empowerment

- Stimulating innovation and change – coping with “temporariness”
- Network culture
- Power tactics and power in groups (coalitions)
- Managerial empowerment and entrepreneurship
- Prevention of moral dwarfism – Moral and social code of conduct, ethics and other values, social concerns.
- Altruism (prosocial behavior / helping behavior)
- Spirituality (clarifications with regard to spirituality) strong sense of purpose – trust and respect – humanistic practices – toleration of fellow human beings expressions.

PRACTICAL TRAINING

Relaxation exercise – western (Autogenic Relaxation) and Indian Techniques (Shavasana)
Role – play, Social skills workshop
Transactional Analysis
The course would include the following practical exercise.
Ice-breaking, Brainstorming and simulation exercise. Thought stopping, Memory and study skills training.

REFERENCES


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APSY: 551: Educational and Vocational Counseling and Guidance

Objectives
1. To enable the students to understand the basic principles of Counseling and Guidance.
2. To provide insight into the different approaches to Counseling.

Chapter – I
Counseling as a helping profession; the Professional Counselor; counseling as a discipline; Traditional activities; Basic principles for schools and community agencies; Future Directions for the profession.

Chapter – II
Counselors in educational settings: role and function; training programs for counselor and relationships with other helping professions; patterns of Counseling Program Organization in educational settings; future directions for programs of Counseling; Community and mental health agencies; gerontology counseling; Guidance vs Counseling; Guidance – personal, academic and vocational.

Chapter – III
Goals of Counseling; The Counseling Process; Relationship establishment; Problem Identification and exploration; Counseling skills; Short term counseling or brief therapy; Special Counseling Populations.

Chapter – IV
Group techniques for counselors – Group guidance, Group Counseling, Group therapy, T groups, sensitivity groups, encounter groups, task groups, Psychoeducation groups, minigroups, group process and group dynamics, in-groups and out – groups, social networks; Group Counseling; Group guidance activities, Values and counseling.

Chapter – V
Human Assessment for Counseling
Types of standardized tests Intelligence testing, Aptitude tests, Special aptitude tests, Vocational; Aptitude batteries, Scholastic Aptitude Tests, Academic Achievement tests, Interest inventories, personality tests; Observation instruments; self reporting; group assessment techniques.

Chapter – VI
Theories of Career Development and Decision Making; Career Counseling and the Development of Human Potential; Career Planning and decision making in schools; Career Counseling in non school settings; Computerized Career Assistance Systems; Type of systems.

Chapter – VII
The Consultation Process; consultation models; consultation skills; consultation in school settings; consultation services to community and business organizations.
Chapter – VIII
Prevention – Prevention in non-school settings; wellness; stress management; Recreation and Leisure.

Chapter – IX
Developing the accountable program; Evaluating the counseling program; Understanding Program Management and Development; Research for program improvement.

Chapter – X
Ethical issues; The Counselor and the Law; Legal concerns of Counselors.

References

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APSY: 552: Psychodiagnosics

Unit – I – INTRODUCTION
Meaning of Psychodiagnosics
Milestones in the history of Psychodiagnosics
Objectives of Psychodiagnosics
Differential diagnosis

Unit – II - CLINICAL OBSERVATION
Psychological propositions in the process of observation
The observable
Observation in the psychosocial field and sociopsychological diagnosis
Introspective data and participant observation
Methodological problems in observation
Observation in the processes of interview and clinical measurement

Unit – III – CLINICAL INTERVIEW
The history of interview method as a clinical tool
Freud’s dynamic interview techniques
Sullivan’s interpersonal interview technique
Neopsychological interview technique
Dyadic (VS) larger unit interviewing
Research on interviewer tactics and the anatomy of interview

Unit – IV - THE CASE STUDY METHOD
Areas of case investigation (Format of a case sheet) and the data of the case study
Uniqueness (VS) generality
Discovery (VS) proof
Methodology of the case study

Unit – V - PSYCHIATRIC DIAGNOSIS, NOMENCLATURE AND CLASSIFICATION
Advances in classification and nomenclature – DSM and ICD criteria
The major diagnostic categories
Evaluation of the multiaxial approach
Advantages and disadvantages of classification
Psychological basis in classification

Unit – VI - DIAGNOSTIC USE OF TESTS OF INTELLIGENCE
The Stanford-Binet era
Wechsler’s tests
Varieties of tests of intelligence
Current diagnostic use of tests of intelligence
Scatter analysis and detraction index
Qualitative analysis of responses & the diagnostics operation

Unit – VII - PROJECTIVE TECHNIQUES
The Rorschach ink blot method
Thematic Apperception Test
Other important projective tests
Unit – VIII - PERSONALITY INVENTORIES
Personality and the inventory
The objective method – face valid items, subtle items and validity
Development of MMPI
The factor universe of Cattell and Eysenck

Unit – IX - APPLICATION OF PSYCHODIAGNOSTICS ACROSS VARIOUS SEGMENTS (I)
Diagnostic methods in pediatric, juvenile, climacteric and geriatric disorders.

Unit – X - APPLICATION OF PSYCHODIAGNOSTICS ACROSS VARIOUS SEGMENTS (II)
Psycho diagnostics in cardiology and orthopaedics
Assessment during presurgical and post surgical phases
Bed side psychological assessment
Clinical case report

Reference:

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UNIT I - Basic Concepts-Health Psychology. Definitions-Health, illness, well-being and health promotion.

UNIT II - Systems of Body-nervous, endocrine, circulatory, digestive, respiratory, Immune Systems.


UNIT IV - Concept of Health Behaviors-Enhancing, Compromising and promotive health behaviors.

UNIT V - Stress, Models of Stress-Coping, Moderators and mediators of stress, Techniques of stress management.


UNIT VII - Psychological factors in the onset, maintenance and exacerbation of diseases-CHD, Cancer, AIDS, Arthritis, Chronic pain and Asthma Rehabilitation process.

UNIT VIII - Health Promotion Strategies-Psycho education-counseling-lifestyle modification-Techniques of relaxation-biofeedback and others.

UNIT IX - Health Assessments, Quality of Life scales, Health indices-checklist, Health behavior assessments, personality assessments, Attitude scales and coping schedules. Other methods-Pain rating scales, lifestyles evaluation scales etc.

UNIT X - Behavioral Obstetrics and Gynaecology-Psychological factors in menstruation, sexual dysfunctions, infertility, pregnancy, postpartum and menopause.

References:


APSY : 554 : Cognitive Psychology

UNIT I - Introduction:
What is cognitive psychology? Historical origins of cognitive psychology; Information processing model, the present day approach.

The Domain of Cognitive Psychology:
Cognitive neuroscience, perception, pattern of recognition, attention, consciousness and memory.

Representation of Knowledge:
Imagery, Language, Developmental Psychology, thinking and concept formation, human and artificial intelligence.

Computer Science and Cognitive Psychology:
Cognitive models, human cognition, cognitive science, neuroscience and cognitive psychology, parallel distributed processing (PDP) and cognitive psychology, evolutionary cognitive psychology.

UNIT II - Cognitive Neuroscience:
Exploring and mapping the brain, the twenty-first century brain sciences, mind – body issues. Cognitive neuroscience, cognitive psychology and neuroscience, the nervous system. Neurophysiological sensing techniques – MRI and EPI, CAT scans and PET scans.

UNIT III - Perception, Attention and Consciousness:
The computational brain.

Sensation and Perception: Illusions, precious knowledge, sensory brain and predisposition. Perceptual span, iconic storage, echoic storage and function of sensory stores.

Attention: Selective attention, attention as resource allocation, processing capacity and selective attention and auditory signals.

Models of selective attention:
The filter model, Broadbent, the attenuation model, Teisman visual attention, automatic processing the neurocognition of attention.

Consciousness: History of consciousness, cognitive psychology and consciousness, consciousness as a scientific construct, modern theories of consciousness, Schacter’s model and Baar’s Global Workplace theory.
UNIT IV - Memory:
Mnemonic systems, Extraordinary memories, short-term memory and long term memory, memory – theories and neurocognition. Early studies, the memory stores, memory in the larger cognitive domain. Models of memory, immediate memory, forgetting, retrieval and metamemory.

UNIT V - Cognitive Development:
Life Span Development: Developmental psychology, neurocognitive development, comparative development, cognitive development.
Developmental Psychology: Assimilation and accommodation, Piaget, mind in society – Vygotsky.
Neurocognitive Development: Early neural development, environment and neural development, laterization studies.
Cognitive Development: Intelligence and abilities, development of information – acquisition of skills, memory-higher order cognition in children, prototype formation among children.

UNIT VI - Mental Representation:
Memory and Imagery. The representation of knowledge, semantic organization, associationists’ approach.
Representation of knowledge – neurocognitive considerations, connectionism and the representation of knowledge.
Mental Imagery: Historical overview imagery and cognitive psychology, Dual coding hypothesis, conceptual – propositional hypothesis, functional – equivalency hypothesis.
Cognitive maps:
Synesthesia: The sound of colors.

UNIT VII - Encoding and Remembering:
The multistore model: Depth, elaboration and memory – levels of processing of the limits of levels elaboration – organization and Mnemonics Elaborativeness and Distinctiveness.
Metamemory: Awareness of the Mnemonic problem and planning a Mnemonic strategy.
UNIT VIII - Retrieval Process:
Forgetting and retrieval failure, proactive and retroactive inference. Amnesia and Retrieval, context and retrieval, encoding specificity. The rationship between recall and recognition, retrieving through reconstructing, reconstructing stories and pictures, eyewitness report.

UNIT IX - Thinking and Decision Making:
Thinking: Concept formation – association, hypothesis testing process in concept formation, analytic and non-analytic strategies, determinants of concept formation, attention and concept formation, information and concept formation.
Logic: Inferences and deductive reasoning, syllogistic reasoning.
Decision making: Inductive reasoning, decision making in the real world, reasoning and the brain, estimating probabilities, decision frames, representativeness, Baye’s theorem and decision making.

UNIT X - Problem solving: Creativity and Human Intelligence:
Problem solving, Gestalt psychology and problem solving, representation of the problem, internal representation and problem solving.
Creativity: Creative process, creativity and functional fixity, investment theory of creativity, judging creativity.
Human Intelligence: The problem of definition, cognitive theories of intelligence neurocognition and intelligences.
Artificial intelligence: Artificial intelligence – The beginnings computers and artificial intelligence, artificial intelligence and human cognition perception and artificial intelligence, problem solving, game playing and artificial intelligence.

References:

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APSY : 556 : Rehabilitation Psychology

OBJECTIVES: After completion of the syllabus the students will be able to…
- Explain the Historical root, nature & scope of rehabilitation and rehabilitation medicine.
- Describe the nature of Hearing & Visual Impairment and the rehabilitation services provided.
- Describe the legal process and services provided for Mentally abnormal offenders. Leprosy cured victims of natural calamities, violence & aids.
- Describe the treatment and services provided for Problem drinkers, drug abusers.
- Explain the nature, assessment and methods of managing Mentally Handicapped and
- Describe the various essential aspects of rehabilitation.


UNIT II: REHABILITATION MEDICINE:

UNIT III: REHABILITATION OF HEARING IMPAIRED

UNIT IV: REHABILITATION OF VISUALLY IMPAIRED

UNIT V: REHABILITATION OF PHYSICALLY DISABLED

UNIT VI: REHABILITATION OF MENTALLY HANDICAPPED

UNIT VII: REHABILITATION OF MENTALLY ABNORMAL OFFENDERS
Abnormality and Psychopathology – Mentally Abnormal Offenders – Legal Process – Compulsory Hospital Admission – Voluntary Organizational Services – Support and Rehabilitation.
UNIT VIII: REHABILITATION OF PROBLEM DRINKERS AND DRUG ABUSERS


UNIT IX: REHABILITATION OF LEPROSY CURED, VICTIMS OF NATURAL CALAMITIES, VIOLENCE & AIDS


UNIT X: ESSENTIALS OF REHABILITATION


REFERENCES:

Objectives:

1. To understand the various models of counseling in the workplace
2. To understand the provisions for counseling in the workplace
3. To gain knowledge into the process of introducing counseling in the workplace
4. To understand the issues for counseling in organizations

Unit – I Counselling in Organizations:


Unit – II Counselling Provision for Organizations:

Internal Counselling Provision – The origins and changing role of welfare services – Employee support – Freelance workplace counselling is unpredictable – The Goal of Workplace counselling – Managing workplace counselling. External provision: The Employee Assistance Programme (EAP) designs – External EAP provision. Clinical services – Corporate services – Internal Vs External provision of EAP’s.

Unit – III Organization culture and its impact on Counselling:


Unit – IV The Role of Counselling Consultant:

Unit – V Counselling as a form of Organizational Change:

Balancing responsibilities – Four key facts of workplace counsellor’s role – Change and the workplace counselor – Communicating the key messenger – Coping with reactions to the material communicated – On the politics and ethics of it all.

Introducing counselling into Organizations

Unit – VI Educating the Organization to receive counseling:


Unit VII – Managing the counselling process in organizations:

Introduction – Negotiating and defining services – Contracting with the organization and clients; some ethical considerations – Identifying the client group – Assessing the client deciding on appropriate responses and issues in terminating counselling – Exploring the nature of short term counselling – Exploring the influence of organizational culture and dynamics.

Unit VIII - Counselling in organizations: Ethical issues and Evaluation:


Issues for counselors in organizations

Unit IX - Line Management and counseling:

Introduction – Meaning of counselling – The risks of counselling line management situation – All managers can benefit from counselling skills - Counselling skills. 

Organizational Counselling: Developing Training and supervision

The skills of counselling and related workplace interventions – Integrating employee support interventions – implications for the curriculum – Curriculum content – Curriculum structure – Processes of the programmes – Trainees and trainers – Assessment of organizational counselors – Short courses for organizational counselors.

Unit X – The role of organizations in the development of counselling training:


Books:


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Objectives
1. To enable the students to understand the Labour System in India and the role of Government in Labour Administration.
2. To enable the students to understand the Trade Union Movement in India and the issues in industrial relations.
3. To provide an insight into the various kinds of Labour Legislation in India.
4. To give an understanding about the emerging issues in Labour relations and Global HR practices.

UNIT I Labour Administration
Concept and Scope of Labour Administration- Evolution and Growth in India- Labour Administration Machinery of the Central Government, State Governments- Secretariat, attached offices, sub-ordinate offices, adjudication bodies- role of ILO in Labour Administration.

UNIT II Trade Unionism
Definition and Origin- Trade Union Movement in India- types, structure and functioning- Trade Union Rivalry- political parties and problem of leadership- Registration and Recognition of Trade Unions- Trade Union Act, 1926- Definition, Important provisions and recent amendments.

UNIT III Industrial Relations and Industrial Disputes

UNIT IV Legislation concerning Industrial Disputes
Industrial Disputes Act, 1947- definition, major provisions and recent amendments- Prohibition of strike, lock-out, lay-off, retrenchment and closure- unfair labour practices-authorities and awards: labour courts, Industrial tribunal and National Tribunal- case laws- Industrial Employment (standing orders) Act, 1946- Definitions, major provisions and recent amendments- model standing order under the central industrial employment (standing orders) rules.

UNIT V Labour- management co-operation
Meaning and Goals- different degrees and forms of labour- management co-operation-workers participation in management – works committee- joint management councils-workers participation in public and private sectors- major hurdles to workers participation in management.
UNIT VI  Protective Labour Legislation –I

UNIT VII  Protective Labour Legislation –II

UNIT VIII Social Security Legislation

UNIT IX  Emerging Issues in Labour Relations
Issues relating diverse and cross cultural workforce- new category of Labour; Knowledge workers, BPO workers, workers in service sectors- Effect of globalization on working class- need for a new outlook on industrial relations, labour welfare and legislations, Sexual harassment at workplace.

UNIT X  Global HR Practices

References
IV – SEMESTER  (Industrial Specialization)

APSY : 557 : Neuropsychology

UNIT I - INTRODUCTION:
Definition & branches of neuropsychology
Historical background
Conceptual issues
Neuropsychological practice
Psychiatry & neuropsychology

UNIT II - THE STRUCTURE OF THE NERVOUS SYSTEM
Terminology and the environment of the nervous system
General layout of the nervous system
Meninges, ventricles & cerebrospinal fluid
The spinal cord

UNIT III - THE BEHAVIORAL GEOGRAPHY OF THE BRAIN
The Brain stem Mesencephalon, Metancephalon and mylencephalon-medulla oblongata, pons and the midbrain, cerebellum.
Diencephalon – thalamus, hypothalamus and the basal ganglia.
Telencephalon – cerebral cortex

UNIT IV - FRONTLA LOBES
Specific functions: Premotor and prefrontal cortex
Neuropsychometry of frontal lobe functions & dysfunctions

UNIT V - TEMPORAL LOBES
Specific functions and dysfunctions
Temporal lobe and the limbic system
Neuropsychological tests for temporal lobes

UNIT VI - PARIETAL LOBES
Somatosensory perception
Tactile perception and body sense
Spatial orientation and spatial neglect
Symbolic synthesis
Neuropsychological examination of functions and dysfunctions of parietal lobes.

UNIT VII - OCCIPITAL LOBES
Anatomical division
Basic visual functions
Visual perceptual functions
Visual prostheses
Neuropsychological testing of functions of dysfunctions of occipital lobes.

UNIT VIII - INDIVIDUAL DIFFERENCES
Gender differences in cerebral organization
Dexterity-cerebra dominance-pathological left handedness-the contra lateral rule-bilateralization
The right shift model-differences in cerebral mechanisms-writing posture

UNIT IX - NEUROPSYCHOPATHOLOGY
Head Injury
Stroke
Seizures
Multiple sclerosis
Other progressive and nonprogressive disorders
Assessment strategies and instruments-review of records-clinical interview and observations of behaviors-mental status examination, psychological and demographic factors influencing neuropsychological test performance-Electro Physiological measures.
Possible mechanisms of recovery from neuropsychopathology.

UNIT X - PSYCHOLOGICAL THERAPIES
Coma stimulation techniques
Behavior modification procedures
Curative rehabilitation and retraining
Psychotherapy for individual patients and family members
Group psychotherapy.

References:


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UNIT I - Introduction: Interventions; Definitions of Psychotherapy; goals of Psychotherapy; Professional issues, training; ethical issues; personal characteristics of therapists; common and unique features of Psychotherapies.

UNIT II - Psychotherapy in India: Development and Current status; Yoga and Buddhist tradition in therapy.

UNIT III - Psychodynamic therapy and Psychoanalysis: Dynamic therapies; Indications and evaluations; Neo-Freudian approach; Ego analytic therapies; current status and evaluation.

UNIT IV - Humanistic and existential therapies: Humanistic therapy (client centered therapy) Gestalt therapy; existential therapy.


UNIT VI - Behaviour Therapies: Therapeutic techniques based on classical, operant and modeling theories; Behaviour modification, Fading, Token economy: Biofeedback. Aversion therapy.

UNIT VII - Components of Cognitive behaviour therapies: Relaxation training; muscular relaxation; Meditation; Exposure Therapy; Flooding; Implosive Therapy; Systematic Desensitization; Paradoxical Intention; Modeling – live modeling; Participant modeling (behaviour rehearsal) symbolic modeling and covert modeling; Assertive training, Stress inoculation therapy.
UNIT VIII  - **Group Therapy (Group approaches):** Nature of group therapy; Need and application of group therapies; cognitive – behavioural group therapy; Family therapy; marital therapy; Psychodrama. How effective are group therapies. Transactional Analysis.

UNIT IX  - **Biological Therapies: (Biologically based therapies)** Early attempts at biological intervention – Convulsive Therapies – Insulin coma therapy; electroconvulsive therapy;
- Psychosurgery.
- Emergence of Pharmacological methods of treatment – Types of drugs used in therapy
  - Drug therapy for Children;
- Other Biological therapies: - Megavitamin therapy; Hemodialysis therapy.

UNIT X  - **Community based Interventions:** Difference between Psychotherapeutic and community health models; concepts of prevention; crisis intervention and Rehabilitation. Special Issues: Interventions in mental retardation; learning disability; Autism; School problems of children. Disaster management.

**References:**


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