

Name of the Program	B.A. / B.Sc. (LIBERAL EDUCATION)			Year/ Semester:	3rd / 5th
Course Name	Organizational Psychology	Course Code:	PSY305	Type:	Theory
Credits	04			Total Sessions Hours:	60 Hours
Evaluation Spread	Internal Continuous Assessment:	50 Marks		End Term Exam:	50 Marks
Type of Course	<input type="radio"/> Compulsory	<input checked="" type="radio"/> Core	<input type="radio"/> Creative	<input type="radio"/> Life Skill	
Course Objectives	Student will gain the understanding of various aspects of organizational behaviour and knowledge of how to enhance employee motivation, leadership type/trait as well as group dynamics.				
Course Outcomes (CO): <i>After the successful course completion, learners will develop following attributes:</i>					
Course Outcome (CO)	Attributes				
CO1	Student will be developing a deeper understanding of conceptual and theoretical bases of motivation and employees' work attitudes and their relationship with performance and organizational outcomes.				
CO2	Learners after studying this course can learn about factors that contribute to high-performance work environments, employee engagement, job satisfaction, and productivity.				
CO3	This course will teach students how to create a workplace that fosters high efficiency, teamwork, job happiness, and creativity.				
CO4	Students will be Understanding group dynamics, working through conflicts and working in teams.				
Pedagogy	Interactive, discussion-bases, student-centered, presentation.				
Internal Evaluation Mode	Mid-term Examination: 20 Marks Activity: 10 Marks Class test: 05 Marks Online Test/Objective Test: 05 Marks Assignments/Presentation: 05 Marks Attendance: 05 Marks				
Session Details	Topic	Hours	Mapped CO		
Unit 1	Introduction-Nature and facets of organizational psychology, Contribution of other social science subjects to organizational psychology. Historical Developments: The Early Years, Classical School: Taylor, Fayol & Weber. Activities 1.Halo Effect 2.Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)	15	CO1		
Unit 2	Employee motivation - Nature, Five key concepts (Behaviour, performance, ability, situation and motivation), Theories of Work motivation: Content theory and Process theories. Activities	15	CO1,CO2, CO3, CO4		

	1. Self-Actualization Vision Board 2. Expectancy Theory Case Study 3. Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)		
Unit 3	Leadership – Nature and Concept; Approaches-Trait approach, Behavioural approach, Inspirational approaches, Contemporary approaches, The Situational Approach. Activities 1. Leadership Case Analysis 2. A study of women leaders in organizations through the use of primary/secondary data (website, online interviews, newspaper articles etc.) 3. Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)	15	CO1, CO2, CO3, CO4
Unit 4	Group Behaviour, Teams and conflicts Nature, functions and types of groups. Group Structure: Role differentiation, Status differentiation, Norm's formation and group cohesiveness. Factors affecting group performance; Activities 1. Analysis of the Movie of your choice based on- Leadership/workplace conflict/ team building/Group 2..Any Practicum(s)/Activity(s)/Assignment(s) suggested by the teacher (optional)	15	CO1, CO3, CO4

CO-PO and PSO Mapping

CO	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2	PSO3	PSO4	PSO5	PSO6
CO1	1	1	1	1	2	3	2	2	2	1	3	3	1	3
CO2	2	3	1	2	1	1	3	2	3	1	2	3	2	3
CO3	2	2	2	2	2	1	2	2	3	3	3	3	3	3
CO4	2	2	2	3	3	3	2	2	3	2	3	3	3	3

Strong contribution-3, Average contribution-2, Low contribution-1,

Suggested Readings:

Text- Books	<ul style="list-style-type: none"> Aamodt, M. G. (2016). Industrial/Organizational psychology: An applied approach. Boston: Cengage Learning. Kalra, S. K. (2004). Consultative managerial leadership style in India: A viable alternative. In P. N. Mukherjee, & C. Sengupta (Eds.), Indiginity and universality in social sciences: A south asian response. New Delhi: Sage Publications. Muchinsky, P. M., & Culbertson, S. S. (2016). Psychology applied to work. Summerfield, NC: Hypergraphic Press.
Reference Books	<ul style="list-style-type: none"> Pareek, U. (2007). Understanding organizational behaviour. New Delhi: Oxford University Press. Pareek, U., & Gupta, R. K. (2010). Organizational behaviour. New Delhi: Tata McGraw Hill. Sinha, J. B. P. (2008). Culture and organizational behavior. New Delhi, India: Sage Publications
Para Text	<p>Suggested Articles/ Movies/Short Film/ Videos</p> <p>Unit 1</p> <ul style="list-style-type: none"> https://epgp.inflibnet.ac.in/epgpdata/uploads/epgp_content/S001610/P001794/M02580/7/ET/1513857820Module_2_Q1_.pdf (Historical development) https://granite.pressbooks.pub/organizationalcommunication/chapter/chapter-2-management-theory-and-organizational-communication/ (Classical School) <p>Unit 2</p> <ul style="list-style-type: none"> https://pressbooks.senecacollege.ca/organizationalbehaviour/chapter/chapter-5/ (Work Motivation Theories)

<ul style="list-style-type: none"> • https://www.coursesidekick.com/management/study-guides/wmopen-organizationalbehavior/theories-of-motivation (Work Motivation)
<p>Unit 3</p> <ul style="list-style-type: none"> • https://timesofindia.indiatimes.com/education/upskill/leadership-theories-exploring-different-approaches/articleshow/99401626.cms (Leadership Theories) • https://www.youtube.com/watch?v=KO1AmXNM3rk (Leadership theories)
<p>Unit 4</p> <ul style="list-style-type: none"> • https://www.youtube.com/watch?v=uL6x99-VSBA (Group Dynamics)
<p>Movies-</p> <ul style="list-style-type: none"> • Troy (Leadership) • Finding Nemo (Maslow’s Hierarchy of Needs, McClelland’s Learned Needs Theory, Self-efficacy, Vroom’s Expectancy Theory, Group Development Processes, Group Performances & Group Think, Motivation, and Leadership) • Corporate (corruption, abusive leadership, personality, power, negotiation, conflict management, organizational politics, and unethical behavior.) • Chak De! India(team dynamics, mentoring, personality, bias and prejudice, and self-leadership) • Rocket Singh : Salesman of the Year (job satisfaction, personality, motivation, unethical decision-making, and goal-setting theory) • Lakshya (motivation, personality, self-efficacy, organizational commitment, organizational citizenship behaviors, need for achievement, and self-leadership.) • Exam

Recapitulation & Examination Pattern

Internal Continuous Assesment:

Component	Marks	Pattern
Mid Semester	20	Section A: Contains 10 MCQs/Fill in the blanks/One Word Answer/ True-False type of questions. Each question carries 0.5 mark . Section B: Contains 07 descriptive questions out of which 05 questions are to be attempted. Each question carries 03 marks .
Activity	10	Will be decided by subject teacher
Class Test	05	Contains 05 descriptive questions . Each question carries 01 mark.
Online Test/ Objective Test	05	Contains 10 multiple choice questions . Each question carries 0.5 mark.
Assignment/ Presentation	05	Assignment to be made on topics and instruction given by subject teacher
Attendance	05	As per policy
Total Marks	50	

Course created by: Dr. Madhu Pandey

Signature:

Approved by: Prof. Meenakshi Gupta

Signature:

