

# **M.SC- 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**

Structuralism – basic concepts – view on human nature – merits – limitations.

### **Unit: III**

Functionalism – key concepts – view on human nature - applications – merits – limitations.

### **Unit: IV**

Behaviourism – basic idea – principles of learning – applications – merits – limitations.

### **Unit: V**

Gestalt Psychology – key concepts – human perception and laws of perception – applications – merits – limitations.

### **Unit: VI**

Psychoanalysis – basic concepts – conceptualization of human personality – applications – merits – limitations.

### **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**

Psychology today – five views of behaviour – Biopsychology – cognitive psychology – applications – merits – limitations.

### **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*

*Psychology Applied to Modern Life, Weiben and Lloyd, Thompson Leaning, Asia Ltd. 2004.*

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## **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**

Definition – Brief history – Modern Psychology – Its Grand Issues and Key Perspectives – Trends for the Millennium – Psychology and the Scientific Method – Research methods in Psychology.

### **Unit – II – Biological Bases of Behavior**

Neurons : Building Blocks of the Nervous System – The Nervous System: It's Basic Structure and Functions – The Brain: Where Consciousness Is – The Brain and Human Behavior: Where Biology and Consciousness Meet – Heredity and Behavior: Genetics and Evolutionary Psychology.

### **Unit – III – Sensation**

Sensation: The Raw Materials of Understanding – Vision – Hearing – Touch and other Skin Senses – Smell and Taste: The Chemical Senses – Kinesthesia – Vestibular Sense

### **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**

Biological Rhythms: Tides of life and consciousness experience – Waking State of Consciousness – Sleep: the pause that refreshes – Hypnosis: Altered State of Consciousness – Consciousness – Altering Drugs: What they are and what they do.

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

Definition – Classical Conditioning: Learning That some Stimuli Signal others – Operant Conditioning: Learning Based on Consequences – Observational learning: Learning from the Behavior and Outcomes of others.

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

Human memory – Two influential views – Kinds of information stored in Memory – STM – LTM – Memory in everyday life – Memory distortion – Improving memory forgetting – Contrasting Views – Nature – Causes.

### **Unit – VIII – Cognition**

Thinking – Forming Concepts and Reasoning to Conclusions – Making Decisions: Choosing among Alternatives – Problem Solving: Finding Paths to Desired Goals – Language – Nature – Development – Language: The Communication of Information.

**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.

**Unit – X – Emotion: Their Nature, Expression and Impact – Biological Basis of Emotion – External Expression of Emotion – Theories of Emotion – Emotions and Cognitions – Body Language.**

***Text Book***

Baron.A. Robert (2001). Psychology. New Delhi, Prentice Hall of India.

Suggested Readings:

Hilgard, E.R. (1999). Introduction to Psychology (6<sup>th</sup> Edition), New Delhi; Oxford and IBH Publishing Co, Pvt Ltd.

Mangal S.K (1999). General Psychology, New Delhi, Surjeeth Publications.

Morgan, C.T. King, R.A., Weisy, J.R. Scooper, J. (1993). Introduction to Psychology, New Delhi, Tata Mc-Graw Hill Publishing Company.

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## **APSY: 413: ADVANCED SOCIAL PSYCHOLOGY – I**

### **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**

**Unit – 3:** Schemas: Types of schemas – Impact of schemas on social cognition. Heuristics : Types.

**Unit – 4:** Potential Sources of Error in Social Cognition: Rational versus intuitive processing – Dealing with inconsistent information – The Planning Fallacy – The potential costs of thinking too much – Counterfactual thinking – Magical thinking – Thought suppression.

### **Attitudes**

**Unit – 5:** Meaning – formation of Attitudes: Social Learning – Social Comparison – Genetic factors. Influence of Attitude on Behaviour.

**Unit – 6:** Changing attitudes: Persuasion: Meaning – The Early Approach – Cognitive approach to persuasion – other factors affecting persuasion. Factors in Resistance to attitude change. Cognitive Dissonance.

### **Aspects of Social identity**

**Unit – 7:** The Self: Self – Concept – Self – Esteem – Other Aspects of Self Functioning : Focusing – Monitoring – Efficacy.

**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**

**Unit – 9:** Prejudice and discrimination: Nature and effects. Origins of Prejudice: Direct intergroup Conflict – Early Experience – Social categorization. Cognitive sources of prejudice: Stereotypes – Illusory correlations – Outgroup homogeneity.

**Unit – 10:** Techniques for countering the effects of prejudice: learning not to hate – Direct intergroup contact – Recategorization – Cognitive interventions. Prejudice based on Gender: Nature and effects – Gender stereotypes – discrimination against females – Sexual harassment.

***Books:***

1. Baron, R.A & Byrne, D . Social Psychology. Delhi: Pearson Education Asia, 2000.
2. Myers, D.G. Social Psychology. New Delhi: Tata – Mc. Graw Hill, 2006.
3. Worcel, S., Cooper, J., Goethals, G.R., & Olson, J.M. Social Psychology. CA: Wadsworth, 2000.

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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.

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## **APSY: 415: PSYCHOLOGICAL STATISTICS – I**

### **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:**

1. Bootzin, R.R., Acocella, J.R. and Alloy, L.B. (1993) *Abnormal Psychology – Current Perspectives*, 6<sup>th</sup> edition, New York: Mc-Grans – Hill, inc.
2. Sarason, I.G. and Sarason, B.R. (1998) *Abnormal Psychology: The problem of Maladaptive Behaviour*, New Delhi: Prentice – Hall of India.
3. Carlson, R.C., Butcher, J.N. and Mineka, S. (1998) *Abnormal Psychology and Modern Life*, New York: Addison Wesley Longman.

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## **APSY: 421: Experimental Psychology**

### 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

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## **APSY: 422: Advance General Psychology – II**

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**

Intelligence – Definition – Nature – Meaning – Contrasting Views of its Nature – Nature versus Nurture – The Role of Heredity and The Role of Environment – Individual and Group Differences.

### **Unit – II - Measuring Intelligenece and Creativity**

Measurement of Intelligence – Emotional Intelligence – Theories of Intelligence – Assessment of Intelligence – Creativity – Techniques of Creativity.

### **Unit – III – Personality**

Meaning and Definition – Theories – The Psychoanalytic Approach: Messages from the Unconscious – Humanistic Approach: Emphasis on Growth – Trait Theories: Seeking the Key Dimensions of Personality – Learning Approaches to Personality – Modern Research on Personality.

### **Unit – IV – Measuring Personality**

Measuring Personality-Self Report Tests of Personality: Questionnaires and Inventories – Projective Measures of Personality – other measures: Behavioral Observations – Interviews – Biological Measures

### **Unit – V - Health Psychology**

Health Psychology: An Overview – Understanding and Communicating our Health Needs – Beavioural and Psychological Correlates of Illness: The effects of thoughts and actions on health – promoting wellness: Developing a healthier lifestyle.

### **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**

Social Behavior: Interacting with others – Prejudice: Distorted views of the Social world – Social Influence: Changing other's Behavior – Attraction and Love – Leadership one important group process.

### **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, ad Aging**

Adolescence: Between Child and Adult – Development during our Adult years – Aging – Death – Bereavement.

#### ***Text Book***

Baron.A.Robert (2001). Psychology. New Delhi, Prentice Hall of India.

#### ***Suggested Readings:***

Hilgard, E.R. (1999). Introduction to Psychology (6<sup>th</sup> Edition), New Delhi; Oxford and IBH Publishing Co, Pvt Ltd.

Mangal S.K. (1999). General psychology, New Delhi, Surjeeth Publications.

Morgan C.T. King, R.A., Weisy, J.R. Scooper, J. (1993). Introduction to Psychology, New Delhi, Tata Mc-Graw Hill Publishing Company.

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# **APSY:423: Advanced Social Psychology – II**

## **Interpersonal Attraction**

### **Unit – I**

Recognizing and Evaluating Strangers: repeated Unplanned Contacts – Affective State – the need to affiliate and the effect of Observable Characteristics – Similarity and Reciprocal Positive Evaluations.

## **Close Relationships**

### **Unit – II**

The First Relationships – Relationships beyond the Family – Effects of Attachment style on Adult Relationships – Loneliness – Romantic relationships, Love and Physical intimacy – Marriage.

## **Social Influence**

### **Unit – III**

Conformity : Factors – Bases of Conformity – Need for individuality and personal control – Minority influence. Compliance : Underlying Principles – ingratiation – Foot in the door and lowball – The door in the face – Playing hard to get – Complaining and putting others in a good mood. Individual differences in the use of social influence. Obedience: Destructive obedience: Some basic findings – Its Social Psychological Basic – Resisting its effects.

## **Prosocial Behaviour**

### **Unit – IV**

Responding to an Emergency: Providing help: Essential Steps – Situational factors.

### **Unit – V**

Helping as a function of Bystander's Emotional state – Dispositional differences in prosocial Responding – Volunteering – explaining prosocial behaviour: Empathy – Negative state Relief – Empathic joy – Genetic determinism.

## **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**

Determinants of human Aggression: Social Determinants – Personal causes – Situational Determinants. Child Abuse and workplace Violence. Prevention and Control of Aggression: Punishment – Catharsis – Other techniques.



## **Groups and individuals**

### **Unit – VIII**

Groups: Nature and Function – impact of Groups on Individual performance: Social facilitation – Social Loafing. Coordination in Groups: Cooperation – Conflict.

### **Unit – IX**

Perceived fairness in Groups: Judgement of Fairness –Reactions to Perceived Unfairness. Decision making by Groups: The Decision – Making Process – the Nature of Group Decisions – Potential dangers of Group Decision Making.

### **Unit – X**

Applying Social Psychology: Interpersonal Aspects of the legal System – Health related Behaviour - Work.

### **Books:**

1. Baron, R.A & Byrne,D.Social Psychology. Delhi: Pearson Education Asia, 2000.
2. Myers,D.G.Social Psychology. New Delhi: Tata – Mc Graw Hill, 2006.
3. Worcel,S.,Cooper,J.,Goethals,G.R.,&Olson,J.M.Social Psychology. CA:Wadsworth,2000.
4. Vangelisti,A.L & Perlman,D(Ed). The Cambridge Handhook of Personal Relationships. NY: Camdrige University Press, 2006.
5. Sam, D>L & Berry, J.W. (Ed.). Acculturation Psychology. NY: Cambridge University Press,2006.

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## **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
2. David C. Howell. “Statistical methods for Psychology” 3<sup>rd</sup> Edition, Duxbury press, California.
3. Sidney Siegal. “Non – parametric statistics for the behavioural sciences” McGraw Hill, Kogakusha, New Delhi.
4. Guilford J.P & Fruchter.B. “Fundamental statistics in Psychology and education” New – York, McGraw Hill.

## **Text Books:**

1. Shiamberg L.B., Human Development, New York, Macmillan Publishing Co., 1985.
2. Gormly A.B. and Broadzinsky D.M., Lifespan Human Development, New York, Harcourt Brace College Publishing Co., 1993.

## **References Books:**

1. Van der Zanden J.W., Human Development, New Delhi, Mcgarow Hill, 1999.
2. Halen B. The Developing Child, New York, Harper Collins, 1989.
3. Leland M. Stott, The Psychology of Human Development, New Delhi, Macmillan and company, 1978.

# APSY: 426: Psychopathology – II

## Objectives:

1. To throw light on stress related disorders, mood disorders, addictive 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 dysregulation 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**

- ❖ Personality disorders: Individual syndromes – paranoid, schizotypal, schizoid, avoidant, dependent, borderline, histrionic, narcissistic, obsessive – compulsive, passive – aggressive 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 - Addictive 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:**

1. Bootzin, R.R., Acocella, J.R. and Alloy, L.B. (1993) *Abnormal Psychology – Current Perspectives*, 6<sup>th</sup> edition, New York: Mc-Grans-Hill, Inc.
2. Sarason, I.G. and Sarason, B.R. (1998) *Abnormal psychology: The Problem of Maladaptive Behaviour*, New Delhi: Prentice-Hall of India.
3. Carlson, R.C., butcher, J.N. and Mineka, S. (1998) *Abnormal Psychology and Modern Life*, New York: Addison Wesley Longman.

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## APSY: 531: ORGANIZATIONAL BEHAVIOUR

- 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:**

1. Fred Luthans. 'Organizational Behaviour' 9<sup>th</sup> edition. McGraw Hill Irwin, New Delhi 2002.
2. Stephen P. Robbins. 'Organizational Behaviour' 6<sup>th</sup> edition Prentice Hall of India Ltd. New Delhi 1995.
3. Steven, L. Mc Shane, M. A.V. Glinow and Radha R. Sharma. 'Organizational Behaviour' 3<sup>rd</sup> edition Tata – McGraw Hill Publishing Company Ltd. New Delhi 2006.
4. L.W. Porter, E.P. Lawler and J.R. Hackman. 'Behaviour in Organizations' McGraw – Hills Kogakusha Ltd. New Delhi 1975.
5. Edgar M. Schein 'Organizational Psychology 3<sup>rd</sup> edition; Prentice Hall of India Pvt. Ltd. New Delhi 1990.

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## **APSY: 532: HUMAN RESOURCE DEVELOPMENT – I**

### **UNIT I - INTRODUCTION:**

What is Human Resource – Human Resource Development and Human Resource Management – Personnel Management vs. HRM – HR's Strategic Role – Line and Staff aspects various functions involved.

### **UNIT II - HUMAN RESOURCE PLANNING**

Importance of Human Resource Planning – Assessing current human resources – Implications of future demand and supply – matching demand and supply – process of HRP – Effective HRP – Human resource accounting.

### **UNIT III - JOB ANALYSIS AND JOB DESIGN**

Uses of job analysis – Methods of job analysis – process of job analysis – job description – job specifications – job evaluation – role analysis.

### **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**

Appraisal and expectancy theories – defining the performance – appraisal process – methods of appraisal – factors distorting appraisals – problems with appraisal – legal and ethical issues.

### **UNIT VII - COMPENSATION AND BENEFITS**

Employee compensation – job evaluation and pay structure – determining pay rates – executive compensation – factors influencing compensation.

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 GRIEVANCES 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**

Legal problems for occupational health – promoting employee health, safety – causes and prevention – effective safety management. Safety training – job stress – stress and job performance – management of stress – stress and burn-out.

**UNIT X - EMERGING TRENDS IN HRD**

International human resource management – managing diverse work force – international recruitment and compensation – international assignments – management values and philosophy – strategic HR – HR auditing – HRD across various business sector – HRD and knowledge management.

**Reference:**

1. David A DeCenzp and Stephen P Robbins, “Personnel and/Human Resource Management”, Third Edition, New Delhi 2004.
2. Gary Dessler, “Human Resourced Management”, Tenth Edition, P/Pearson-Prentice Hall, New Delhi, 2005.
3. Rao V.S.P. “Human Resources Management: Text and Cases”, Second Edition, Excel Books New Delhi 2007.
4. Raymond J. Stone, “Human Resources Management”, Joh Wiley & Sons, New York 2005.
5. Bermardin, H.J. (2007) Human Resource Management. New Delhi: Tata McGraw Hill.
6. C.B. Memoria, “Personnel Management”, Himalaya Publishing House, 1999.

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## **APSY: 533: HUMAN RESOURCE DEVELOPMENT –II**

### **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**

1. Camp, Blanchard & Huszco (1986). Toward a more Organizationally Effective Training Strategy & Practice. New Jersey. Prentice Hall.
2. Goldstein (2001). Training in Organizations. 4<sup>th</sup> edition. Thomson & Wadsworth.
3. Landale(2006). Advanced Techniques for Training and Development. Infinity Books.
4. French & Bell (1989). Organization Development. Behavioral Science Interventions for Organization Improvement. 3<sup>rd</sup> edition. Prentice Hall.
5. Aswathappa(2005). Organizational Behavior. Text, cases, games. Mumbai. Himalaya Publishing House.
6. Tripathi (2003). Organizational Development & Human Resource Development. New Delhi. Sultan Chand & Sons.
7. Deb(2006). Human Resource Development. Theory and Practice. India. Ane Books.
8. Andreas & Faulkner (1996). NLP. The new technology of achievement. London. Nicholas Brealey Publishing.
9. Muchinsky (2006). Psychology Applied to Work. 8<sup>th</sup> edition. Thomson Wadsworth.
1. 10. Davis, Keith (2002). Organizational Behavior: Human Behavior at Work. 11<sup>th</sup> edition. Mc Graw Hill.

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## APSY: 535 - RESEARCH METHODOLOGY

### **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:**

1. Best, J.W. and Kahn, J.V. (2006) Research in education (9<sup>th</sup> Edition) New Delhi: Pearson Education.
2. Kerlinger, F.N. (1983) Foundations of Behavioural Research. Delhi: Surjeet Publications.
3. Kothari, C.R. ( ) Research Methodology. New Delhi: Tata – Mc Graw Hill.

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## **APSY:536: CONSUMER BEHAVIOR AND MARKETING**

### **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**

Kotler, P and Armstrong, G. (2008). Principles of Marketing (12<sup>th</sup> edition). New Delhi: Prentice Hall of India Pvt Ltd.

Czinkota and Kotabe (2001). Marketing Management. New Delhi: Vikas Publishing House Pvt Ltd.

Keegan (2004). Global Marketing Management. New Delhi. Prentice Hall of India Pvt Ltd.

Fenwick and Queich (1984). Consumer Behavior for Marketing managers. Allyn and Bacon Inc.

Sherlekar (1981). Marketing Management. Bombay. Himalaya Publishing House.

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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
- Theories of social interaction, Interpersonal Attraction, Transactional Analysis – types of relationship – family relationship – close and intimate relationship at work – relationship taxonomies.

#### **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 spirit, 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 group 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**

01. Swaminathan, V.D. & Kaliappan, K.V. 920010. Psychology for Effective Living, Chennai. The Madras Psychology Society.
02. Robbins, S.B. (2005). Organizational Behaviour. New Delhi: Prentice Hall of India.
03. Smith, B (2004). Body Language. Delhi: Rohan Book Company.
04. Hurlock, E.B. (2006). Personality Development 28<sup>th</sup> Reprint. New Delhi: Tata Mc. Graw Hill.
05. Mile, D.J. (2004). Double your learning power. Delhi: Rohan Book Company.
06. Pravesh Kumar (2005). All about self-Motivation. New Delhi: Goodwill Publishing House.
07. Dudley, G.A. (2004). Double your learning power. Delhi: Konark press. Thomas Publishing Group Ltd.
08. Lorayne, H. (2004). How to develop a super power memory. Delhi: Konark Press. Thomas Publishing Group Ltd.
09. Hurlock, E.B. (2006). Personality Development, 28<sup>th</sup> Reprint, New Delhi: Tata Mc Graw Hill.

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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**

1. Gibson & Mitchell (2003) Introduction to Counseling and Guidance. 6<sup>th</sup> edition Pearson Education.
2. Nystul (1999). Introduction to Counseling. An art and science perspective. Allyn & Bacon.
3. Narayana Rao (2003) Counseling and guidance. 2<sup>nd</sup> edition. New Delhi. Tata Mc Graw Hill.

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# **APSY: 552: Psychodiagnostics**

## **Unit – I – INTRODUCTION**

Meaning of Psychodiagnostics  
Milestones in the history of Psychodiagnostics  
Objectives of Psychodiagnostics  
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 multi-axial 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:**

1. Wolman, B.B. (Ed.) (1965) Handbook of Clinical Psychology. New York: Mc-Graw Hill company.
2. Wenar. C and Kerig. P (2000) Developmental Psychology. 4<sup>th</sup> edition. Boston: Mc-Graw Hill.
3. American Psychiatric Association (2000) Diagnostic and Statistical Manual of Mental Disorders (DSM-IV) (4<sup>th</sup> Edition textual revisions) Washington, D.C. American Psychiatric Association.
4. Sarason, I.G. and Sarason, B.R. (2002) Abnormal Psychology. 10<sup>th</sup> edition. New Delhi: Pearson Education Asia.

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## **APSY: 553 : Health Psychology**

- 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 III** - Models of Health-Biomedical models-Biopsychosocial models-Behavioral Models-Social and Holistic Models of Health.
- 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 VI** - Health Care-Settings-Hospitals. Patient-Doctor Relationships.
- 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:**

1. Shelley.E. Taylor(1995): Health Psychology(3<sup>rd</sup> edition). Mc-Graw Hill International; New York.
2. Ogden Jane (2000): Health Psychology: A guidebook (2<sup>nd</sup> edition). Open University Press. UK

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# APSY : 554 : Cognitive Psychology

## UNIT 1 - 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, previous 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, Treisman 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.

Semantic Memory: Cognitive Models. Set – theoretical model, semantic feature – comparison model, network models, propositional network.

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 relationship 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:**

1. ROBERT L. SOLSO, *Cognitive Psychology*, Sixth Edition. Pearson Education Pvt. Ltd., New Delhi, 2004.
2. Michael G. WESSELLS, *Cognitive Psychology*, Harper and Row Publishers, New York, 1982.
3. John. B. BEST, *Cognitive Psychology*, II Edition, West Publishing Company, New York, 1989.
4. Gordon Wood, *Cognitive Psychology - A Skills Approach*, Cole Publishing Company, California, 1983.

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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 I: INTRODUCTION:**

Rehabilitation: Meaning – Nature – Scope – Rehabilitation History – Genetic-Pre-Peri-Post natal disorder. Disability and Handicap: Types.

### **UNIT II: REHABILITATION MEDICINE:**

Introduction – Integral Staff Team – Occupational Therapy – Physical Therapy – Complementary and Alternative Medicine – Yoga.

### **UNIT III: REHABILITATION OF HEARING IMPAIRED**

Sound and Human Hearing – Hearing Loss – Types – Causes – Effects of Hearing Loss – Identification and Assessment – Treatment and Rehabilitation: Medical and Surgical – Auditory Rehabilitation Treatment – Educational Approaches.

### **UNIT IV: REHABILITATION OF VISUALLY IMPAIRED**

The Visual System – Visual Defect – Types – Causes – Identification and Prevalence – Characteristics – Rehabilitation: Instructional Methods and Materials – Educational approaches – Special Adaptation.

### **UNIT V: REHABILITATION OF PHYSICALLY DISABLED**

Introduction – Terminology related to Physical Functioning – Cerebral Palsy and other Disorders that Affect Ambulation: Meaning – Prevalence – Classification – Causes – Rehabilitation: Assistive and Adaptive Techniques.

### **UNIT VI: REHABILITATION OF MENTALLY HANDICAPPED**

Intelligence and Mental Handicap – Classification – Characteristics – Incidence and Prevalence – Causes and Prevention – Assessment – Nature and Methods of Behavioral Approaches in Teaching Mentally Challenged and – Managing Problem Behavior.

### **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**

Alcohol and Problem Drinking – Conscious Altering Drugs and its effects – Detoxification Services – Treatment Methods – Rehabilitation Services.

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

Leprosy: Nature – Types – Characteristics – Rehabilitation Services for Leprosy Cured – Natural Calamities: Types and Effects – Introduction to Social Work and Rehabilitation Services – AIDS: Nature – Types – Characteristics – Rehabilitation Services for AIDS patients – Rehabilitation of victims of Violence.

## **UNIT X: ESSENTIALS OF REHABILITATION**

Rights for the Disabled in India: Government Services – Non-Government Services – Law and Legal provisions – PWD Act – Mental Health Act – RCI Act – National Trust Act.

## **REFERENCES:**

1. Bhattia M.S. (2004), Essentials of Psychiatry – CBS Publication – New Delhi.
2. Shelly E. Taylor (2003). Health Psychology, Tata Mc Graw Hill, New Delhi.
3. Joel A. De Lisa et al (1998): Rehabilitation Medicine: Principle and Practice, 3<sup>rd</sup> Edition, Lippincot Raven Publication, Philadelphia.
4. Fraser N. Watts and Benner, D.H. (1983): Theory and Practice of Psychiatric Rehabilitation, John Wiley & Sons, New York.
5. Reeta Peshawaria & Venkatessan, (1992): Behavioral Approach in Mentally Retarded Children. A manual for teachers NIMH Publication, Secunderabad, India.
6. Mehta D.S. (1983): Handbook of Disabled in India – Allied Publishers, New Delhi.
7. Krishna Chandra (1987), Handbook of Psychology for the Disabled and Handicapped. Anmol Publishers Pvt. Ltd., New Delhi.

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## **APSY: 534 : WORK PLACE COUNSELLING**

### **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 counselling in the workplace
4. To understand the issues for counselling in organizations

### **Unit – I Counselling in Organizations:**

Introduction – Understanding Counselling in organizations – ‘Assessing’ Various types of counselling provisions – Conflicts between values of organizations and counselling – The roles and responsibilities of counselors in organizations – Training for counselors in organizations. Models of counselling in organizations: Theory and workplace counselling – Two models of counselling. Cognitive Behaviour therapy – Gestalt theory – Applying theory to workgroup.

### **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:**

Introduction – The notion of an organization’s culture. The relevance of organizational culture for Counselling Psychology – A model of organization culture – Thinking about organizations – Three organization models – Galbraith’s organization ‘Fit’ Model – The Mckinsey 7-S Model – Wisbord’s Six Box model. Formal aspects of your organization – Less formalized aspect of your organization – Facts of management.

### **Unit – IV The Role of Counselling Consultant:**

Introduction – Organization culture – Implication for counselling provision – Assessing the organization – The counselling provision – Assessing the organization – The counselor provider – Key success criteria.



## **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:**

Introduction – Stage 1 :Preparation for counselling in an organization – Stage 2:Assessing an organization for counselling – Stage 3: contracting for counselling in an organization – Stage 4 :Introducing counselling into an organization – Stage 5:Evaluating counselling in an organization – Stage 6: Terminating counselling with an organization.

### **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:**

Ethical issues: Introduction – Established ethical principles and guidelines – Issues associated with ethos. The organizational unconscious – Evaluating and auditing workplace counselling programmes: Introduction – U S studies – U K studies – 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**

Developing Training : Introduction – Exploration of the organizational context. The uncertain role of the organizational counselor – The stages of development of organizational counselling. Integration and organizations support systems.

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:**

Supervision for counselors: Introduction – Origins – Apprenticeship training – Processes and relationship. Supervisory responsibility. Hearing distressing stories. Formative, normative and restorative – Ongoing supervision. Present purposes – Usefulness to clients. Supervision in an organizational context. Management sympathy and informedness. Common issues and principles – Organizational stage – Supervisory clarity – What a counselor should look for – Age and stage counselor- Modes of supervision. Caveat.

#### **Books:**

1. Carrol,M. Workplace Counselling.ND: Sage Publications,1997.
2. Carrol,M & Walton,M.(eds). Handbook of counselling in Organizations. ND: Sage Publications,1997.
3. Cartwright,S & Cooper,C.L.Managing Workplace Stress. ND: Sage Publications,1997.
4. Kao,H.S.R; Sinha,D & Wilpert,B .Management and Cultural Values. ND: Sage Publications,1997.

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## **APSY: 542 : LABOUR LEGISLATION AND GLOBAL HR PRACTICES**

### **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**

Definition, Evolution of Industrial Relations- Tripartite System- Industrial Disputes- nature and causes- strikes and lockout- methods of settling disputes- conciliation, arbitration and adjudication- machinery for settlement- collective bargaining: importance, factors involved and methods.

### **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**

Definition, major provisions and recent amendments of Factories Act,1948- Mines Act, 1952- Plantation Labour Act, 1951- Shops and Establishments Acts of various States.

## **UNIT VII Protective Labour Legislation –II**

Definition, major provisions and recent amendments of Payment of Wages Act, 1936, The Minimum Wages Act ,1948- Child Labour (prohibition) Act, 1986- Contract Labour (regulation and abolition) Act, 1970, Equal Remuneration Act, 1976.

## **UNIT VIII Social Security Legislation**

Definition, major provisions and recent amendments of Workmen’s Compensation Act, 1923- Employee’s State Insurance Act, 1948- Employees Provident Funds and Miscellaneous Act, 1952- New Pension Scheme, 1995- Maternity Benefit Act, 1961, Payment of Gratuity Act, 1972- Payment of Bonus Act, 1965.

## **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**

Personnel Practices in Multi National Companies- Corporate Work culture-Corporate Values and Ethics-Cross cultural Training and Development-Industrial Relations in MNC-Salary, Benefits and Pay adjustments-Lean and Mean organizations- Corporate Social Responsibilities-Job Outsourcing-International Personnel Selection-Working Conditions in IT and ITES Companies.

## **References**

1. Sinha & Sinha, Shekar (2006). Industrial Relations, Trade Unions and Labour Legislations. 1<sup>st</sup> Edition. New Delhi. Pearson Publishers.
2. Mamoria(1999). Personnel Management. New Delhi. Himalayan Publishing House.
3. Rao, Subba(1997). Essentials of HRM and Industrial Relations. New Delhi. Himalayan Publishing House.
4. Srivastava (2000). Industrial Relations and Labour Laws. New Delhi. Vikas Publishing House.
5. Cascio(1986). Mnaging Human Resources. Productivity, Quality of Worklife, Profits. Singapore. Mc Graw Hill.

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**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, Metancepholon 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:**

1. Beaumont, J.G.(1982) Neuropsychology
2. Lezak, M.D.(19) Neuropsychological Assessment London; Oxford University Press.
3. Kalat. J.W.(1995) Biological Psychology, 5<sup>th</sup> Edition London: Brook/cole Publicity Company.
4. Pinel, J.P.J.(2007) Biopsychology, 6<sup>th</sup> Edition. New Delhi: Pearson Education INC.

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## APSY : 558 : Therapeutic Psychology

- 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 V - Cognitive Psychotherapies:** George Kelley's Fixed role therapy. Albert Ellis Rational Emotive Therapy, Aaron Beck's Cognitive Therapy. Meichenbaum's Cognitive Therapy, Interpersonal Therapy; and components of Psychotherapy.
- 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:**

1. Bellack, A.S., Herson, M & Kazdin, A.E. (1983) International handbook of behaviour modification and therapy; New York; Plenum Press.
2. Bergin, A.E. & Garfield, S.L. (1994) Handbook of Psychotherapy and Behavioural Change. 4 ed. N.Y. Wiley.
3. Jones, C.C. (1993) Family Systems Therapy, Wiley Norcross, J.C. (1980) Handbook of Psychotherapy Integration New York: Basis Books.
4. Spiegler. M.D. (1997) Contemporary behaviour therapy. New Delhi. Sage Publications.
5. Steven J.L. & John. P.G. (1985) Contemporary Psychotherapeutic models and methods. Ohil, Charles E. Merrit.
6. Wolberg. L.R. (1989) The technique of psychotherapy. Vol. I & II London, Warburg and Heinmann.
7. Lane D. & Miller. A. (1992). Child and Adolescent therapy. A Handbook Milton Keynes open Univ. Press.



8. Sarason I.G. & Sarason B.R. (2000) Abnormal psychology. Prentice Hall of India Pvt. Ltd. New Delhi.
9. Colemom J.C. Butcher J.N. and Carson B.C. Abnormal Psychology and Modern life 12<sup>th</sup> edition. Scot, Foresman and Company.

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