

**P.G. 2<sup>nd</sup> Semester**

**Paper: PSY801C (Core)**

**Applied Psychometry**

**Credits: 4 = 3+0+1 (48 Lectures)**

**Objectives:**

1. To create critical understanding of measurement issues and techniques in psychological inquiry
2. Enable students to develop skills and competencies in test construction and standardization
3. To learn the application and contextual interpretation of data from psychological measurement

**Course Contents:**

**Unit 1: (14 Lectures)**

**Foundations of Psychometry**—Basics of Measurement theory, Errors in measurement, speed versus power tests; Criterion of parallel tests, nature of psychological testing, ethical issues in psychological testing

**Unit 2: (12 Lectures)**

**Creating a Test**—Test/Scale construction, standardization, adaptation and translation, item analysis and item response theory

**Unit 3: (10 Lectures)**

**Standardizing a Test**— Reliability, validity, norms—issues and challenges

**Unit 4: (12 Lectures)**

**Application of Tests**—Applications of psychological testing in various settings-educations, counselling and guidance, clinical, organizational and developmental

**Practicum: Any two based on PSY801C**

**Reading List:**

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

Guilford, J. P. (1989) *Psychometric methods*. NJ: John Wiley.

Guilksen, (1988). *Theory of Mental Tests*. California: Wiley.

Jackson, C. (2003) *Understanding Psychological Testing*. Mumbai: Jaico Pub. House

**Paper: PSY802C (Core)**  
**Qualitative Methods**  
**Credits: 4 = 3+0+1 (48 Lectures)**

**Objectives:**

1. To create awareness about the critical aspects of psychological research
2. To appreciate the descriptive methods and their applications
3. To facilitate appreciations of differential interpretation of psychological realities

**Course Contents:**

**Unit 1: (12 Lectures)**

**Paradigms of Research**—Logical Positivism, Social Construction and Critical. Nature and

Assumptions of Qualitative Research, Nature of Reality and Role of Researcher

**Unit 2: (10 Lectures)**

**Issues in Qualitative Research**—Subjectivity, Reflexivity, Power, Validity and Triangulation

**Unit 3: (12 Lectures)**

**Field Methods**—Grounded Theory, Ethnography, Observation, Interview and Cooperative

Inquiry

**Unit 4: (14 Lectures)**

**Textual Methods**—Thematic Analysis and Narrative Analysis, Conversational Analysis

**Practicum: Any two based on PSY802C**

**Reading List:**

Czrniawska, B. (2004). *Narratives in Social Science Research*. New Delhi: Sage.

Gobo, G. (2008). *Doing Ethnography*. Los Angeles: Sage.

Ricoeur, P. (2004). *The Conflict of Interpretations*. London: Continuum.

Denzian and Lincoln Handbook of Qualitative Research Method.

Smith, J. A. (2008). *Qualitative Psychology: A Practical Guide to Research Methods*. London: Sage.

Srivastava, V. K. (2004). *Methodology and Fieldwork*. New Delhi: Oxford.

**Paper: PSY803C (Core)**  
**Basic Organizational Processes**  
**Credits: 4 = 3+0+1 (48 Lectures)**

**Objectives:**

1. To enable students to examine relevant concepts of Organizational Behaviour and help them evolve a framework of OB.
2. To help them think critically about OB concepts and its applications for Indian realities.
3. To take them through the experiential routes of understanding and appreciating OB by use of case-analysis, group exercises and writings of thinkers.

**Course Contents:**

**Unit 1: (12 Lectures)**

**Organizational Behavior and Process**—Organization and Individual: Historical Antecedents

and Contemporary context; Importance of Processes. Changing Profile of Employees; Globalization; Informational technology; Diversity Issues and cultural references

**Unit 2: (12 Lectures)**

Societal Culture and Organizations; Dimensions of Culture; Model and Approaches; Socialization and Integration of Individual with organizations; Models and Processes; Indian Culture and Modern managements; challenges of Cultural Change

**Unit 3: (12 Lectures)**

Organizational Change and Effectiveness: Sequential process. And Change Models; Restructuring processes- Organizational Learning-Diffusion and Institutionalization Conditions for the success of Change management

**Unit 4: (12 Lectures)**

Emerging Challenges of organizational behaviour: Knowledge management and people issues; retention management and individual differences, Competency mapping and psychological processes, Coaching-mentoring and counselling

**Practicum based on PSY803C**

**Reading List:**

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

Griffin, R.W. & Moorhead, G. (2009). *Organizational Behavior: Managing People & Organizations*. New Delhi : Biztantra publishers.

- Katz, D and Kahn R.L. (1967) *Social Psychology of Organizations*- Prentice Hall
- Landy, F.J. & Conte, J.M. (2007). *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*. New York: Wiley Blackwell.
- Luthans, F. (2009). *Organizational behavior*. New Delhi: McGraw Hill.
- Muchinsky, P. (2006). *Psychology applied to work: An introduction to industrial and organizational psychology*. NC: Hypergraphic Press.
- Nelson L, Debra and Quick Campbell James (2008) *Organizational Behavior: Foundation, Realities and Challenges*: Thompson-South Western, New Delhi
- Pareek, U. (2006). *Understanding Organizational Behavior*, Oxford University Press, New Delhi
- Prakash, A. (2011). *Organizational behavior in India: An indigenous perspective*. In G. Misra (Ed.), *Handbook of Psychology*. New Delhi: Oxford University Press.
- Ribeaux, P. and Poppleton, S.E. (1987). *Psychology and Work: An Introduction*, Mcmilan Education.
- Robbins, S. P. & Judge, T.A. (2007). *Organizational Behavior* (12th Ed). New Delhi: Prentice Hall of India.
- Schermerhorn, J.R. , Hunt, J.G. & Osborn, R.N. (2008). *Organizational Behavior* (10th Ed.) New Delhi: Wiley India Pvt. Ltd.
- Singh, K. (2010). *Organizational Behavior: Texts & Cases*. India: Dorling Kindersley
- Sinha, J.B.P. (2008). *Culture and Organizational Behavior*. New Delhi: Sage.

**Paper: PSY804C (Core)**  
**Human Resource Management**  
**Credits: 4 = 3+0+1 (48 Lectures)**

**Objectives:**

1. To bring out psychology in the central place of human resource practices
2. To develop a comprehensive understanding of HR processes to see and appreciate that employees, organization and communities have linkages with larger society
3. To create awareness about the psychological processes central to major HR practices

**Course Contents:**

**Unit 1: (12 Lectures)**

**Fundamentals of HRM:** Foundation, nature, functions. HRM in changing environment- strategic human resource management

**Unit 2: (12 Lectures)**

Strategy and Human resource planning; Vision, mission and values, Environmental analysis- internal analysis, issues of HR in cultural transition

**Unit 3: (12 Lectures)**

Meeting HR requirements: Job Analysis and job Descriptions, diversity and empowered employees, career management and developing diverse talent pool, competency assessment-Perspective and Techniques, Performance Appraisal

**Unit 4: (12 Lectures)**

International HRM; Globalization and Individual; communication and team work in international work force, Training and development, talent management. Cultural barriers

**Practicum based on topics in PSY804C**

**Reading List:**

DeCenzo, D. A., & Robbins, S. P.(1999). *Human resource management* (6<sup>th</sup> Ed). New York: John Wiley.

Dessler, G. & Varkkey (2009). *Human Resource management*, Delhi: Dorling Kindersley Pvt. Ltd. (India).

Snell & Bohlander (2007) *Human Resource Management*, Thomson South Western

Cascio (1998) *Managing Human Resources*. Delhi: Tata McGraw Hill.

Cascio W.F. & Aguinis H. (2008), *Applied Psychology in Human Resource Management*, 6<sup>th</sup> Edition, Printice-Hall, USA

Johnson G. & Scholes K. (1996) *Exploring Corporate Strategy*, 3rd Edition, Prentice-Hall, New Delhi

**Paper: PSY805C (Core)**

**Clinical Psychology**

**Credits: 4 = 3+0+1 (48 Lectures)**

**Objectives:**

1. To train the students in various psychological assessment techniques.
2. To impart skills necessary for selecting and applying different tests for different purposes such as evaluation, training and rehabilitation.

**Course Contents:**

**Unit 1: (10 Lectures)**

Introduction of Clinical Psychology: Definition, Nature & Scope of the area

Nature and scope of Clinical Disorders. Diagnoses and its methods: Case study, projective techniques, interview and observation.

**Unit 2: (14 Lectures)**

Anxiety disorder, psychosomatic disorder, psychopathic deviation, childhood disorder: Schizophrenia: Nature, types, causes and treatment.

**Unit 3: (14 Lectures)**

Sex aberration, mood disorder, suicide and loneliness: Nature, types, causes and treatment.

**Unit 4: (10 Lectures)**

Mental retardation, speech disorders, aging and post-traumatic stress disorder.

**Practicum based on topics in PSY805C**

**Reading Lists :**

Achenbach, T.M. (1992). *Developmental Psychopathology*. New York: John Wiley.

Alpart, M. (Ed.) (1985). *Controversies in Schizophrenia: Changes and Constancies*. New York: The Guilford Press.

Bourne, L.E. and Ekstrand, B.R. (1986). *Psychology: Its Principles and Meanings*. New York: Holt, Rinehart and Winston.

Climinero, A.R., Calhoun, K.S. and Adams, H.E. (1986). *Handbook of Behavioral Assessment*. New York: John Wiley.

Davison, G.C. and Neale, J.M. (1996). *Abnormal Psychology: The Experimental Clinical Approach*. New York: John Wiley.

Goldenberg, H. (1983). *Contemporary Clinical Psychology*. Monterey, C.A.: Brooks/Cole.

Hersen, M.; Kazdin, A.E. and Ballack, A.S. (Eds.) (1985). *The Clinical Psychology Handbook*. New York: Pergamon Press.

Wolman, B.B. (1976). *The Therapist's Handbook: Treatment Method of Mental Disorders*. New York. Van Nostrand Reinhold Co.

**Paper: PSY806S (SEC)**  
**Basic Counselling Skills**  
**Credits: 2 = 2+0+0 (32 Lectures)**

**Objectives:**

1. To develop an understanding of basic concepts, processes, and techniques of Counseling.
2. To acquaint the learner with the challenges of Counseling.

**Course Contents:**

**Unit 1: (8 Lectures)**

**Introduction:** Nature and Goals; Counseling as a profession: professional ethics (Latest version of American Counseling Association – ACA); The effective counselor: personality characteristics; Counseling status of counseling psychology in India

**Unit 2: (8 Lectures)**

**Counseling Process:** Building counseling relationships; Working in a counseling relationship; Closing counseling relationships

**Unit 3: Techniques of Counseling: (8 Lectures)**

Psychoanalytic techniques; Humanistic techniques; Behavioral techniques; Cognitive techniques; Indian techniques: Yoga and Meditation

**Unit 4: (8 Lectures)**

**Counseling Applications:** Child Counseling; Family Counseling; Career Counseling; Crisis Intervention: suicide, grief, and sexual abuse

**Reading List:**

Aguilera, D.C. (1998). Crisis Intervention: Theory and Methodology (8thEd.) Philadelphia: Mosby.

Belkin, G. S. (1998). Introduction to Counseling (3rd Ed.) Iowa: W. C. Brown.

Capuzzi, D. & Gross, D. R. (2007). Counseling and Psychotherapy: Theories and Interventions (4th Ed.) New Delhi. Pearson.

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

Friedlander, M.L. & Diamond, G.M. (2012). Couple and Family Therapy. In E. M. Altmaier and J.C. Hansen (Eds.) The Oxford Handbook of Counseling Psychology. New York: Oxford University Press.

Geldard, K. & Geldard, D. (2011). Counseling Children: A Practical Introduction ( 3rd Ed.) New Delhi: Sage.

Gibson, R. L. & Mitchell, M. H. (2012). Introduction to Counseling and Guidance (7th Ed.) New Delhi: Pearson.

Gladding, S. T. (2012). Counseling: A Comprehensive Profession. (7th Ed) New Delhi. Pearson.

Hansen, J.C. (2012). Contemporary Counseling Psychology. In E. M. Altmaier and J.C. Hansen (Eds) The Oxford Handbook of Counseling Psychology. New York: Oxford University Press.

Kapur, M. (2011). Counseling Children with Psychological Problems. New Delhi, Pearson.

Rao, K. (2010). Psychological Interventions: From Theory to Practice. In G. Misra (Ed): Psychology in India. Volume 3: Clinical and Health Psychology. New Delhi. ICSSR/ Pearson

Rao, S.N. & Sahajpal, P. (2013) Counseling and Guidance. New Delhi: Tata McGraw Hill.

Seligman, L.&Reichenberg ,L.W.(2010). Theories of Counseling and Psychotherapy: Systems, Strategies, and Skills. 3rd Ed. Indian reprint: Pearson.

Sharf, R. S. (2012). Theories of Psychotherapy & Counseling: Concepts and Cases (5th Ed). Brooks/ Cole Cengage Learning.

Udapa, K. N. (1985). Stress and its Management by Yoga. Delhi: Motilal Banarsidas.