

COTTON UNIVERSITY

DEPARTMENT OF PSYCHOLOGY

**POST GRADUATE PSYCHOLOGY
SYLLABUS**

Version 2018 CBCS

TWO-YEAR PROGRAM

AFFILIATION

The proposed programme shall be governed by the Department of Psychology, Faculty of Human and Social Sciences, Cotton University, Guwahati- 781001

VISION

To help the students become competent psychologists whose knowledge and expertise in the domain would in turn enable them to contribute to society and enrich the field by carrying out meaningful research of social relevance and high ethical standards.

PREAMBLE

With everyday advancements in the field of Psychology, the Post Graduate Program in Psychology would focus on acquiring knowledge about the psychological functioning at individual and social levels besides emphasizing on the application of the psychological principles in consonance with the changing nature and complexity of society. To meet this objective, the students will be familiarized with plurality in perspectives, pedagogy and their implications. The course would allow students to nurture their academic interests in specialized domains of

Psychology and shall equip them with skills and knowledge in their areas of specializations. The attempt has been made to incorporate professional training in two principal domains of the discipline such as: (A) Organizational Behaviour and HR (B) Clinical Psychology. Emphasis shall also be laid in developing Counseling skills in the students as a compulsory paper to become effective and efficient counselors who could offer services in NGOs, schools, organizations and clinical set-ups. The Department holds the provision for inclusion of new courses and modification of presented ones during a given academic year. In preparation of the courses the element of interdisciplinarity is kept in view and embedded in the courses. Reading material will be made available by concerned faculty.

PROGRAMME STRUCTURE

The M. A. Psychology Programme is divided into Two Parts as under. Each Part will consist of two

Semesters to be known as Semester-1 and Semester-2.

Semester-1 Semester-2

Part I First Year Semester—I-1 Semester—I-2

Part II Second Year Semester—II-1 Semester—II-2

Pedagogy of the Course Work:

As outlined for each paper in the L+T+P format. Evaluation will be as per University Rules and Regulations.

**MA PSYCHOLOGY SYLLABUS STRUCTURE
COTTON UNIVERSITY**

Sem	Core	SEC	SPL	OPE	DPW	Credit
I	C1: Foundations of Psychology (4) C2: Psychological Research (4) C3: Statistical Methods for Psychological Research (4) C4: Cognitive Psychology (4) C5: Social Psychology (4)	SEC1: Stress management (2)				22
II	C6: Applied Psychometry (4) C7: Qualitative Methods (4) C8: Basic Organizational Processes (4) C9: Human Resource Management (4) C10: Clinical Psychology (4)	SEC2: Basic Counselling Skills (2)				
III	C11: Field Training & Field Trip (4) C12: Theories of Personality (4) C13: Advanced Counselling Skills (4)		Planning, Recruitment & Selection (5) Psycho- diagnostics (5)	Sports Psychology/ Psychology of Disability / Positive Psychology (4)		
IV	C14: Occupational Health Psychology (4) (V. Important Paper for any specialization)		Training & Development (5) Clinical Psychology: Prevention & Interventions (5)	Youth Psychology / Community Psychology /Gero- psychology(4)	DPW (6)	
Credit	56	4	10	8	6	84

DISTRIBUTION OF PAPERS/CREDITS (L+T+P format)

SEMESTER-I

Code:	Paper	Credits
PSYC1	Foundations of Psychology	3+0+1
PSYC2	Psychological Research	3+0+1
PSYC3	Statistical Methods in Psychological Research	3+1+0
PSYC4	Cognitive Psychology	3+0+1
PSYC5	Social Psychology	3+0+1
PSY SEC1	Stress Management	2+0+0

SEMESTER-II

PSYC6	Applied Psychometry	3+0+1
PSYC7	Qualitative Methods	3+0+1
PSYC8	Basic Organizational Processes	3+0+1
PSYC9	Human Resource Management	3+0+1
PSYC10	Clinical Psychology	3+0+1
PSY SEC2	Basic Counselling Skills	2+0+0

SEMESTER-III

PSYC11	Field-training & Field Trip (Compulsory for all students)	0+1+3
PSYC12	Theories of personality	3+1+0
PSYC13	Advanced Counselling Skills	3+0+1
PSYSPL1.A	Planning, Recruitment and Selection	4+0+1
PSYSPL1.B	Psycho-Diagnostics	4+0+1

PSYOPE1	Sports Psychology	3+1+0
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- *Field training to be undertaken for a period of 30 days during the summer break after the second semester examinations.*

SEMESTER-IV

PSYC14	Occupational Health Psychology	3+0+1
PSYSPL2.A	Training and Development	4+0+1
PSYSPL2.B	Clinical Psychology: Prevention and Interventions	4+0+1
PSYOPE2	Youth Psychology	3+1+0
PSY DPW	Project/Dissertation on area of specialization	2+1+3

- *Dissertation /Project Work (DPW) IS COMPULSORY for all students. Dissertation will carry 100 marks. The project work will start from the beginning of third semester and will be completed by the end of fourth semester (one year). There shall be a seminar presentation at the end of the fourth semester. Evaluation will be based on the written dissertation report, seminar presentation and guide's evaluation as per University Rules and Regulations.*

OPEN ELECTIVE OPTIONAL PAPERS (ANY ONE FOR SEM III):

PSY OPE 1	Sports Psychology	3+1+0
PSY OPE 2	Psychology of Disability	3+1+0
PSY OPE 3	Positive Psychology	3+1+0

OPEN ELECTIVE OPTIONAL PAPERS (ANY ONE FOR SEM IV):

PSY OPE 4	Youth Psychology	3+1+0
PSY OPE 5	Community Psychology	3+1+0
PSY OPE 6	Geropsychology	3+1+0

COURSE CONTENTS FOR EACH COURSE

SEMESTER I

PSY C1 Foundations of Psychology

(Credit: 3+1+0)

Objectives:

This course aims at helping the students to:

- (i) Appreciate the basic assumptions, principles and historical roots of modern scientific psychology.
- (ii) Understand the main theoretical perspectives in Psychology.
- (iii) Have an appraisal of the contemporary theoretical developments in modern psychology.

Unit 1: (8 Lectures)

Introduction: Definition of Psychology, Nature of Psychology, Psychology as a Science, Perspectives on behavior, Methods of Psychology, Subfields of Psychology; Psychology in modern India.

Perception: Perceptual Processing, Role of attention in perception, perceptual organization, perceptual sets, perceptual constancies, depth perception, illusions.

Unit 2: (12 Lectures)

Schools of Psychology: Structuralism, Functionalism, Behaviorism, Gestalt, Classical Psychoanalysis (Freud).

Unit 3: (16 Lectures)

Learning: Definition of Learning, types of learning, principles and applications of classical conditioning, operant conditioning, observational learning, cognitive influences on learning.

Memory: Definition of Memory, Models of memory: Levels of processing, Parallel Distributed Processing, Information Processing, Reconstructive Nature of Memory, Forgetting, Improving Memory.

Unit 4: (12 Lectures)

Emotion and Motivation: Emotions: Definition, Nature, Components of an emotional reaction, theories of emotion, physiology of emotions. Motivation: Concept, perspectives on motivation, types of motivation, motivational conflicts, relationship between emotion and motivation.

Unit 3: (12 Lectures)
Methods of Data Collection: Case study, Observation, Interview & Focus group discussion, Survey, Use of Secondary Data

Unit 4: Psychological testing: (14 Lectures)
Characteristics of a test – standardization, reliability, validity, norms, applications & issues

Practicum

Any 2 practicum based on PSYC2 using any of the following:

Interview

FGD

Survey

Observation

Case Study

Semi Projective Techniques

Reading List:

Bryman, A.(2004). Quantity and Quality in Social Research.Routledge.

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

Dyer, C. (2001) *Research in Psychology: A Practical Guide to Research Methodology and Statistics (2nd Ed.)* Oxford: Blackwell Publishers

Gregory, R.J. (2006). *Psychological Testing: History, Principles, and Applications (4thEd.)*.New Delhi: Pearson Education.

Kerlinger, F.N.& Lee, H.B.(1999). Foundations of Behavioral Research. Wadsworth

Murphy , K.R. & Davidshofer, C.O. (2004). Psychological Testing : Principles and Applications (6th Edition) , New Jersey : Prentice Hall

Willig, C. (2001). Introducing qualitative research in psychology: Adventures in theory and method.Philadelphia : Open University Press.

Neuman, W.L. (2006). Social Research Methods: Qualitative and Quantitative Approaches (6th Edition): Boston: Pearson Education .

PSYC3 Statistical Methods for Psychological Research (Credit: 3+1+0)

Objectives:

To familiarize students with the use of statistical methods in psychological research and the techniques of descriptive & inferential statistics for quantitative research.

Unit 1: (12 Lectures)

Introduction & Relevance of Statistics in Psychological Research, Measures of Central Tendency, Measures of Variability

Unit 2: (10 Lectures)

Standard (z) Scores, The Normal Probability Distribution, Correlation & Regression

Unit 3: (14 Lectures)

t-test & ANOVA

Unit 4: (12 Lectures)

Chi square, Nonparametric Statistics, Introduction & Application of SPSS

Reading List:

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

Field, A. (2009). *Discovering Statistics using SPSS* (3rd Ed). New Delhi :Sage.

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

Mangal, S.K. (2012) *Statistics in Psychology & Education*. (2nd Ed). New Delhi: PHI learning Pvt. Ltd.

PSYC4 Cognitive Psychology (Credit: 3+0+1)

Objectives:

1. To provide an in-depth understanding of some of the cognitive processes in terms of current theories, models and applications
2. To help learners understand the importance of these cognitive processes in everyday life

Course Contents:

Unit 1: (12 Lectures)

Cognitive Psychology- Definition, Nature, Theories

Attention and Executive Processes, Current Paradigms; The Frontal Lobe and Executive Processing; Switching Attention; Attention Control, Attention Training

Unit 2:**(12 Lectures)**

Memory Processes; Current Models and Directions; Organization of Long-Term Memory; Episodic Memory: The Frontal and Temporal Lobe; Flashbulb Memory; Eyewitness Memory; Traumatic Memory; Everyday Memory; False Memories; Mood and Memory; Aging and Memory; Enhancing Memory

Unit 3:**(12 Lectures)**

Language Processes; Language Acquisition; Brain and Language; Models of Reading and Language Comprehension; Meaning and Beyond; Language in Context; Processes of Language Production; Language, Thought and Bilingualism

Unit 4:**(12 Lectures)**

Decision Making and Problem Solving; Decision Making: Models and Theories; Complex, Uncertain Decision Making; Human Problem Solving: Strategies and Heuristics; Expert and Novice Problem Solvers; Artificial Intelligence

Practicum: Any two based on PSYC4**Reading List:**

Baddley, A. (1997). *Human memory: Theory and practice*. New York: Psychology Press.

Harley, Teror, A. (2002). *The psychology of language: From data to theory*. Taylor Francis.

Smith, E.E. & Kosslyn, (2007). *Cognitive psychology: Mind and brain*. Prentice Hall.

Tripathi, A.N. & Babu, Nandita (2008). Cognitive processes. In Misra, G. (Ed.). *Psychology in India: Advances in Research*, Vol. 1. New Delhi: Pearson Education.

Vaid, J., & Gupta, Ashum. (2002). Exploring word recognition in a semi-alphabetic script: the case of Devanagari. *Brain and Language*, 81, 679-690.

PSYC5**Social Psychology****(Credit: 3+0+1)****Objectives:**

1. To familiarize students with some of the major theoretical perspectives in social psychology
2. To appreciate interpersonal and group level psychological processes in the cultural context.

Course Contents:**Unit 1****(10 Lectures)**

Introduction: Nature and scope of social psychology; Overview of the history of social psychology (including development in India); Relationship with sociology and anthropology

Theoretical Perspectives: Social construction, Social representation, Discursive social psychology, Social Exchange, Social comparison.

Unit 2

(10 Lectures)

Self and identity: Organization of self knowledge, Culture and Self Construal, Perceived self-control and self-regulation, Self-esteem, Self-serving bias, Self- presentation. Social identity

Unit 3

(14 Lectures)

Social relations: Attraction and intimacy, Prosocial behaviour, Aggression and violence, bystander effect, compliance and persuasion, stereotyping, prejudice, discrimination

Unit 4

(14 Lectures)

Group processes: Groups, Coordination in groups, Social loafing, Decision making and Performance, Intergroup conflict, Crowd and social-movements, Negotiation and peace-making, Sustainable future.

Practicum: Any two based on PSYC5

Reading List:

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

Burke, Peter J. (2006). *Contemporary social psychological theories*. Stanford: Stanford social sciences.

Delamater, J. (2003). *Handbook of social psychology*. New York: Kluswer Academic.

Flick, U. (1998). *The psychology of social*. Cambridge: Cambridge University press.

Hogg, M.A. & Cooper, Joel (2003). *Sage handbook of social psychology*. Los Angeles: SAGE

Kakar, S. (2007). *The Indians, Portrait of a People*. New Delhi: Viking Penguin.

PSYSEC1

STRESS MANAGEMENT

(Credit: 2+0+0)

Objectives:

In everyday life we experience stress related to various situations. Students will learn how they can make adjustments and manage to cope with stress more effectively.

Course Contents:

Unit 1:

(6 Lectures)

Stress: Introduction, Nature of stress, symptoms of stress

Unit 2: (6 Lectures)

Various sources of stress: environmental, social, physiological and psychological

Unit 3: (6 Lectures)

Stress and health: effects of stress on health, eustress

Unit 4: (6 Lectures)

Managing stress: Methods- yoga, meditation, relaxation techniques, Problem-focused and Emotion-focused approaches.

Reading List:

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

DiMatteo, M.R. & Martin, L.R. (2002). Health psychology. New Delhi: Pearson

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

SEMESTER II

PSYC6 Applied Psychometry (Credit: 3+0+1)

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 PSYC6

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

PSYC7 Qualitative Methods (Credit: 3+0+1)

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 PSYC7

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.

PSYC8 Basic Organizational Processes (Credit: 3+0+1)

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 PSYC8**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.

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

Hall, C.S. and Lindzey, G. (1976), Theories of Personality, New York : John Wiley and Sons.

London, H. and Exner, J.E. Jr. (1978), Dimensions of Personality, New York : A Wiley Inter Science Publication.

Marx, M.H. and Cronan-Hillix, W.A. (1988), Systems and Theories in Psychology, New York :McGraw Hill, International Edition, Psychology Series.

Pervin, L.S. (1979), Personality : Theory, Assessment and Research, New York : John Wiley and Sons.

Wolman, B.E. (1979), Contemporary Theories and Systems in Psychology, Delhi : Freeman Book Co.

Woodworth, R.S. and Sheehan, M. (1963), Contemporary Schools of Psychology, New York : Methuen.

PSY C13 Advanced Counselling Skills (Credit: 3+0+1)

Objectives:

1. To develop an understanding of nature of Counseling.
2. To enable the learner appreciate personal growth and influence of cultural processes on Counseling.
3. To acquaint and equip the learner with the Counseling skills.

Course Contents:

1. Individual & Group Counseling (14 lectures)
 - Definition, characteristics, functions and advantages of individual and group counseling, Types of groups, Stages in groups, Issues in groups, Qualities of effective group leaders, Theoretical approaches in conducting groups
2. Personal Growth (12 lectures)
 - Developing Skills of Observation and listening, Self Awareness, Emotional Development, Communication Skills
3. Counseling and Cultural Processes (7 lectures)
 - Defining Culture and Multicultural Counselling, History of Multicultural counselling, Difficulties in Multicultural counselling, Cultural awareness training for counselors, Gender based counselling,
4. Counseling Skills (12 lectures)
 - Introduction, Interpersonal skill , Personal beliefs and attitudes ,Conceptual ability, Personal ‘soundness’, Mastery of technique , Ability to understand and work within

social systems ,Openness to inquiry , Developmental model of counsellor competence

Practicum based on topics in PSYC13

Reading List:

Bhawuk, D.P.S. (2000). Who attains peace ? An Indian model of personal harmony. In J. Prakash &G. Misra (Eds.), towards a culturally relevant psychology 9pp. 40-48). Agra: Agra Psychological Research Cell

Anand, J., Srivastava, A., & Dalal, A. K. (2002). Where suffering ends and healing begins. *Psychological Studies*, 46, 114-126.

Fadiman, J., & Frager, R. (2005). *Personality & Personal Growth*. 6th Edition NY:Prentice Hall.

Kiran Kumar, S.K. Raj, A. (1999). Ahamkara and ego functions among meditators and normals, *Journal of Indian Psychology*, 17, 46-56.

McAuliff, G., et. al. (2008). Culturally Alert Counseling (6-DVD Set). New Delhi: Sage.
Nelson-Jones, R. (2009). Introduction to Counseling Skills. New Delhi: Sage.

PSY SPL1.A Planning, Recruitment and Selection (Credit: 4+0+1)

Objectives:

1. To help understand the applications of various methods for the selection.
2. To understand the job description and specification to fit the right people at the right place.
3. To forecast the future requirement of the organization after the advent of multinational companies.

Course Contents:

Unit 1: (12 Lectures)
Definition of manpower planning, need for manpower planning-organizational and individual; assessing the current human resources, assessing the future demand and supply of manpower; who does manpower planning?

Unit 2: (12 Lectures)
Job analysis: job description and specification, methods of job analysis, errors in job analysis, its application

Unit 3: (12 Lectures)
Recruitment process; definition, internal and external sources with advantages and disadvantages, special recruiting process, techniques Selection process, cost of selection, assessing selection procedures and effectiveness, selection methods: tests, interviews, apprenticeship and job preview.

Unit 4: (12 Lectures)

Barriers to effective selection, selection feedback and decision, contextual factors in selection, induction of new employees.

Practicum based on topics in PSY SPL1.A

Reading List:

Bass, B. H. and Barrett, G.V. (1991). *People, work and organizations: An introduction to industrial and organizational psychology*. Boston: Allyn and bacon, Inc

Chadha, N. K. (2005). *Human resource management-case studies and experiential exercises*. Delhi: Shri Sai Printographers.

Chadha, N.K. (2007) *Recruitment and selection* Galgotia , New Delhi

Davis, K and Newstrom, J.W. (1989) *Human behaviour at work*. NY: McGraw Hill

Sekran, U. (1999) *Organizational behavior: Text and Cases*. ND: Tata McGraw Hill

PSY SPL1.B Psychodiagnostics (Credit: 4+0+1)

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.
3. To impart knowledge and skills required for diagnosis of psychopathological conditions.

Course Contents:

Unit 1: (8 Lectures)

Nature and scope of a Psychodiagnostics, Roles of clinical psychologists and ethical issues in testing. Nomothetic vs Idiographic, Clinical vs Statistical prediction.

Unit- 2: (10 Lectures)

Diagnosis and its methods: Case study, interview and observation- Application, advantages and limitations. Training of a clinical psychologist.

Unit- 3: (16 Lectures)

Theoretical issues, administration, scoring and interpretation of the following tests:

- (a) Wechsler's Adult Intelligence Scale.
- (b) Wechsler's Intelligence Scale for Children.
- (c) Cattell's Culture Fair Intelligence Tests.

(d) Alexander's Pass Along Test.
Advantages and limitations of above tests

Unit- 4

(14 Lectures)

Theoretical issues, administration, scoring and interpretation of personality questionnaire and projective techniques.

Practicum based on topics in PSY SPL1.B

Reading List:

Anastasi, A. (1988). Psychological Testing. New York: MacMillan Publishing Company.

Brown, F.G. (1976). Principles of Educational and Psychological Testing. New York: Holt, Rinehart and Winston.

Edwards, A.L. (1957). The Social Desirability Variable in Personality Assessment and Research. New York: Dryden.

Guilford, J.P. (1968). Psychometric Methods. New York: McGraw Hill.

Jensen, A.R. (1980). Bias in Mental Testing. New York: The Free Press.

Kerlinger, F.N. (1974). Foundations of Behavioural Research. New York: Holt Rinehart and Winston.

Puhan, B.N.(1982). Issues in Psychological Measurement. National Psychological Corporation.

Sehfar, R. (1977). Projective Testing and Psychoanalysis. New York: International University Press.

Singh, A.K.(2001). Tests, Measurements and Research Methods. New Delhi: Tata McGraw Hill.

Wigdor, A.K. and Garner, W.R. (Eds.) (1982). Ability Testing: Uses, Consequences and Controversies, Washington, D.C.: National Academic Press.

PSY OPE1.0

Sports Psychology

(Credit: 3+1+0)

Objective:

1. To trace the development of sports psychology as an independent discipline with its multi-dimensional perspective.
2. To identify the relationship of personality, motivation and situational factors with performance on individual and team events.
3. To discuss the role of training and other psychological interventions towards performance enhancement in sports.

4. **Course Contents:**

Unit 1:

(8 Lectures)

Sports Psychology: Definition, Nature and Scope. Brief history of Sports Psychology: International and Indian Perspectives, Role of Sport Psychologist.

Behavioral Principles and their applications in sports; Individual differences and Sports Performance; Motor Skills Learning. Attention, Focusing and concentration.

Unit 2:

(8 Lectures)

Anxiety, Stress and Burnout; Coping Strategies and Interventions. Managing failures.

Motivation: Concepts, Models and Applications. Goal Setting.

Unit 3

(8 Lectures)

Personality: Theories, Measurement and relevance to Sports Performance. Developing Self Efficacy.

Leadership in sports. Team Cohesion and Team Building. Dynamics of Coaching. Elite athletes, Women Athletes and Disabled Players.

Unit 4

(8 Lectures)

Major Problems and Solutions: Sports Injury and rehabilitation, Drug Abuse, Values and Ethics in Sports. Culture of health exercise and sports. Sports and Media.

Psychological Skills Training and Effective Intervention Programs: Imagery Training, Biofeedback, Music and Progressive muscular relaxation therapy. Yoga for sportspersons.

Reading List :

David L., John Krener, Aidan P. Moran and Mark Williams (1994). Sports Psychology: Contemporary Themes.

Mohan, J. (2012). Sports Psychology: Emerging Horizons, New Delhi: Friends Publishers.

Mohan, J. and Sehgal, M. (2005). Readings in Sports Psychology. New Delhi: Friends.

Moran, A.P. (1998). The Psychology of Concentration. East Sussex: Psychology Press.

Murphy, S.M. (1995). Sports Psychological Interventions. Champaign: Human Kinetics.

Nicholas T. Gallucci (2008). Sports Psychology. New York: The Psychology Press.

Richard, H. Cox (2002). Sports Psychology. New York: Palgrave Macmillan (eighth edition).

Thelma, S. H. (1992). Advances in Sports Psychology. Illinois: Human Kinetics.

Unit 4:**(12 Lectures)****Application:** Work, Education, Ageing and Health**Reading List:**

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

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

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

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

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

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

SEMESTER-IV

PSYC14**Occupational Health Psychology****(Credit: 3+0+1)****Objectives:**

1. To explain and critically evaluate the basic theories and research findings in the field of OHP
2. To understand occupational stress & burnout, workplace aggression and violence, work family intersections and workaholism.
3. Apply those theories and research in creating healthier workplace.
4. To apply a problem solving approach to diagnosing occupational health problems and identifying potential solutions

Course Contents:**Unit 1:** Occupational Health: An Overview**(12 Lectures)**

Introduction in Occupational Health Psychology

Unit 2:**(14 Lectures)**

Occupational Stress: Antecedents, Outcomes and Interventions

Burnout: Antecedents, Outcomes and Interventions

Unit 3: (10 Lectures)
Workplace Mistreatment: Antecedents, Outcomes and Interventions

Unit 4: (12 Lectures)
Work Family Intersection and Workaholism: Antecedents, Outcomes and Interventions

Practicum based on topics in PSY C14

Reading List:

Barling, J., Dupré, K. E., & Kelloway, E. K. (2009). Predicting workplace aggression and violence. *Annual Review of Psychology*, 60, 671-692.

Gilboa, S., Shirom, A., Fried, Y., & Cooper, C. L. (2008). A meta-analysis of work demand stressors and job performance: Examining main and moderating effects. *Personnel Psychology*, 61, 227-271.

Houdmont, J. & Leka, S. (2010). Introduction in Occupational Health Psychology. In J. Houdmont & S. Leka (Eds.), *Occupational Health Psychology* (pp.1-31). Chichester: Blackwell Publishing.

Kirkcaldy, B., Malinowska, D., Staszczuk, S., & Tokarz, A. (2015). A scheme for workaholism intervention including cognitive, affective and behavioural techniques. W: A. S. Antoniou & C. Cooper (Eds.), *Coping, Personality And The Workplace: Responding To Psychological Crisis And Critical Events*. Gower Publishing.

Krischer, M. M & Penney, L. M, & Hunter, E. M. (2010). Can Counterproductive Work Behaviors Be Productive? CWB as Emotion-Focused Coping. *Journal of Occupational Health Psychology*, 15, 154-166.

Malinowska, D., Trzebińska, M., Tokarz, A., & Kirkcaldy, B. (2013). Workaholism and Psychosocial Functioning: Individual, Family and Workplace Perspectives. In C. Cooper & A. S. Antoniou (Eds.). *The Psychology of the Recession on the Workplace* (pp. 59-88). Edward Elgar.

Matteson, M. T. & Ivancevich, J. M. (1987). *Controlling work stress-Effective human resources and management strategies*. San Francisco: Josey Bass

Pestonjee, D. M. (1992). *Stress and coping*. New Delhi: Sage Publications.

Ross, R. R. & Altmair, E. M. (1994). *Interventions in occupational stress*. New Delhi: Sage Publications.

Schafer, W. (2000). *Stress management* (4th Ed.). New Delhi: Cengage.

Schat, A. C. H., & Kelloway, E. K. (2003). Reducing the adverse consequences of workplace aggression and violence: The buffering effects of organizational support. *Journal of Occupational Health Psychology*, 8, 110-122.

Shimazu, A., Schaufeli, W. B., & Toon W. Taris (2010). How Does Workaholism Affect Worker Health and Performance? The Mediating Role of Coping. *International Journal of*

Behavioral Medicine, 17, 154–160.

Srivastava, A. K. (1999). *Management of occupational stress: Theories and practice*. New Delhi: Gyan Publishing House.

Van der Klink, J. J., L., Blonk, R. W. B., Schene, A. H. & van Dijk, F. J. H. (2001). Benefits of Interventions for Work-Related Stress. *American Journal of Public Health*, 91, 270–276.

PSY SPL2.A Training and Development (Credit: 4+0+1)

Objectives:

1. To understand the role of training as a tool for organizational goal attainment.
2. To develop training modules for different organizational needs.
3. To develop the required skills as a trainer.

Course Contents:

Unit 1: (12 Lectures)
Training Process—An overview, role, responsibilities and challenges to Training Managers; organization and Management of Training Function, principles underlying training. Training Needs Assessment and Action research

Unit 2: (12 Lectures)
Instructional objectives and lesson planning. Learning process; Training climate and pedagogy; Developing training Modules

Unit 3: (12 Lectures)
Training Methods and Techniques; facilities planning and training aids; training communication

Unit 4: (12 Lectures)
Training Evaluation; training and development in India

Practicum based on topics in PSY SPL2.A

Reading List:

Buckley, R. & Caple, J. (1995). *The Theory and Practice of Training*. London: Kogan and Page.

Chadha, N. K. (2007). *Organizational Behaviour*. New Delhi: Galgotia.

Lynton, T & P, U (1990). *Training for Development*, 2nd edition. New Delhi: Vistaar.

Pepper, A. D. (1984). *Managing the Training and Development Function*. Aldershot: Goiwer

Rae, L. (1984). *How to Measure Interventions: Managing Employee Development* 3rd ed. London: IPM.

PSY SPL2.B Clinical Psychology: Prevention and Interventions
(Credit: 4+0+1)

Objectives:

1. To acquaint students with various manifestations of Psychopathology.
2. To impart knowledge and skills required for diagnosis of Psychopathological conditions.
3. To introduce students to the different perspectives and models regarding the causation of mental illness and dysfunctional behaviour and to highlight the contribution of these approaches to the pathogenesis of a wide range of mental and behavioural disorders.
4. To provide in-depth understanding of cognitive behaviour therapies and their applications.

Course Contents:

Unit- 1 **(6 Lectures)**

Definition of Psychotherapy. Goals and limitations of Psychotherapy. Role of psychotherapist, Therapeutic relation

Unit- 2 **(18 Lectures)**

Psychoanalysis as a therapeutic technique. Behaviour modification: Systematic desensitization, Aversion therapy, Assertive training, Modelling. Application of these therapies for different maladaptive behaviour.

Unit- 3 **(10 Lectures)**

Phenomenological models: Rogers therapy, Gestalt therapy, Existential analysis. Role playing and psychodrama. Overt and covert sensitization. Physio-chemical therapies.

Unit- 4 **(14 Lectures)**

Introduction to Cognitive Behaviour Therapy
Beck's Cognitive Therapy—Approaches, Research Evidence and Applications, Critical Evaluation
Ellis's Rational Emotive Behaviour Therapy—Techniques, Effectiveness, research and applications, Critical Evaluation

Reading List:

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

Beck, J.S (1995). *Cognitive therapy: Basic and beyond*. New York: Guilford Press.

Reading List

- Bloom, B. (1973). *Community Mental Health—A critical analysis*. New Jersey: General Learning Press
- Koch, C.H.(ed.) (1986). *Community Clinical Psychology*. London: Croon Helm.
- Mann, P.A. (1978). *Community Psychology: Concepts and Application*. New York: The Free Press.
- Rappaport, J. (1977). *Community Psychology: Values, Research and Action*. New York: Holt, Reindhart and Wingston.

PSY OPE 2.2

Geropsychology

(Credit: 3+1+0)

Objective:

1. To understand the problems experienced by the elderly in the developed and developing regions of the world.
2. The role of government policies on aging.
3. To develop methodological strong research base for aging issues.

Course Contents:

Unit 1:

(8 Lectures)

Demographics-birth and death rates, sex ratio, dependency ratio, life expectancy, demographic transition, changes in age structure, disability and morbidity patterns. Population aging in the developed and developing world and its impact on the individual and society.

Unit 2:

(8 Lectures)

Methodological issues of aging research- age, cohort-period, life span development, cross-section, longitudinal, sequential strategies. Need of elderly- basic, physiological, psychological, social and economic status.

Unit 3:

(8 Lectures)

Age associated diseases and their manifestations- osteoporosis, arthritis, hypertension, sensory dysfunctions, hormonal changes and their effects. Psychological disorders in later life depression, dementia, panic disorders, phobic disorders, obsessive-compulsive disorders, syndromes of dependence and abuse involving alcohol and other drugs and mood disorders

Unit 4:

(8 Lectures)

National policy on aging and parent maintenance act, types of care-formal and informal, caregivers stress and its management, psychological services of the elderly and institutional services.

Reading List:

Birren, J.E. (1982). *Handbook of Psychology of Aging*. CA: Van Nostrand Reinhold Co.

Gubrium, J. F., & Sankar, A (1996). *Qualitative Methods in Aging Research*. Sage: Thousand Oaks

John, K.A. (1997). *Providing Community Based Services to the Rural Elderly*. London: Sage

Monroe, R. T. (1971). *Diseases in Old Age*. Cambridge: Harvard University Press.

Van Willigen, J. & Chadha, N. K. (2003). *Social Aging in Delhi Neighbourhood*. NY: Bergin and Garvy.
