

University of Patanjali Haridwar



Department of Psychology

Syllabus for Master of Arts in Psychology
(w. e. f. Academic Session: 2017-18)

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Syllabus for Master Degree (MA) in Psychology

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1. Program Educational Objectives (PEOs):

PEO1	Promotion of Scientific inquiry and critical thinking.
PEO2	Use scientific reasoning to understand and interpret psychological phenomena.
PEO3	Engagement in innovative and integrative thinking and problem solving.
PEO4	Apply psychological concepts and skills to career goals.
PEO5	Apply ethical standards to conduct and evaluate psychological science and practice.

2. Program Outcomes (POs):

PO1	Use scientific Knowledge to understand and interpret psychological phenomena.
PO2	Applications of Rational thinking approach in the solution of problems.
PO3	To promote the ability to work with <i>Manoyoga</i> (passion).
PO4	Use psychological principles to understand local, regional, national and international issues.
PO5	Apply psychological principles and theories to serve and improve one's community.

3. Program Specific Outcomes (PSOs):

PSO1	Students will be able to create Yogic-Psychological environment in different areas of life.
PSO2	Students of Psychology will be able to have unconditional positive regard and empathy towards others.
PSO3	Students will learn to work in a team and develop leadership qualities.
PSO4	Students will be able to conduct short empirical researches so that they develop an understanding about application of statistics and research methodologies.
PSO5	Students will be able to apply psychological principles and theories to serve and improve one's community.

The course requirements for the degree of Master in Psychology have been designed with the objective to provide comprehensive knowledge and training with research orientation in the details of modern Psychology. The students shall have to pass in the theory and practical papers separately.

Eligibility for Admission: Bachelors Degree in any discipline from UGC recognized University/Institute. Reservation will be as per University/ Central Government Rules.

Duration: Four semesters (Two years course)

The distribution of theory and practical papers for M.A I year and II year examinations (semester wise) is as follows-

FIRST YEAR (M.A. PART-I)

I Semester (500 Marks)

Paper Code	Name of the Paper	Marks		Total Marks
		Internal Assessment	External Examination	
MAP-101	Yoga Psychology	25	75	100
MAP-102	Experimental Psychology	25	75	100
MAP-103	Psychology of Personality	25	75	100
MAP-104	Advanced Social Psychology	25	75	100
MAP-105	Practical & Profiling of Equipments	25	75	100
	Total Marks			500

II Semester (500 Marks)

Paper Code	Name of the Paper	Marks		Total Marks
		Internal Assessment	External Examination	
MAP-201	Statistical Techniques in Psychology	25	75	100
MAP-202	Cognitive Psychology	25	75	100
MAP-203	Counseling Psychology	25	75	100
MAP-204	Applied Psychology	25	75	100
MAP-205	Practical & Profiling of Equipments	25	75	100
	Total Marks			500

Important: In second year (Semester III and IV). Clinical Psychology course (Group-A) will be run by the department. However Organizational Behavior course (Group-B) may also be run in special condition if minimum five students of the course. In this case permission of the Head of the Department is required.

Group-A Clinical Psychology

Group-B Organizational Behaviour

SECOND YEAR (M.A. PART-II)

Group-A: Clinical Psychology

III Semester (500 Marks)

Paper Code	Name of the Paper	Marks		Total Marks
		Internal Assessment	External Examination	
MAP-301	Applied Psychometry	25	75	100
MAP-302	Research Methodology	25	75	100
MAP-303	Health Psychology	25	75	100
MAP-304	Psycho Diagnostic Techniques	25	75	100
MAP-306	Practical	25	75	100
	Total Marks			500

IV Semester (500 Marks)

Paper Code	Name of the Paper	Marks		Total Marks
		Internal Assessment	External Examination	
MAP-401	Psychological Testing	25	75	100
MAP-402	Clinical Interventions	25	75	100
MAP-403	Therapeutic Techniques	25	75	100
MAP-404	Dissertation	25	75	100
MAP-405	Practical and Project Report	25	75	100
	Total Marks			500

*Dissertation will be of 100 marks.

Group-B: Organizational Behaviour

III Semester (500 Marks)

Paper Code	Name of the Paper	Marks		Total Marks
		Internal Assessment	External Examination	
MAP-301	Applied Psychometry	25	75	100
MAP-302	Organizational Behaviour	25	75	100
MAP-303	Human Resource Management	25	75	100
MAP-304	Psychology at Work Place	25	75	100
MAP-305	Practical	25	75	100
	Total Marks			500

IV Semester (500 Marks)

Paper Code	Name of the Paper	Marks		Total Marks
		Internal Assessment	External Examination	
MAP-401	Psychological Testing	25	75	100
MAP-402	Stress Management	25	75	100
MAP-403	Organizational Development and Change	25	75	100
MAP-404	Employee Counseling or Dissertation	25	75	100
MAP-405	Practical and Project Report	25	75	100
	Total Marks			500

*Dissertation will be of 100 marks.

In each semester there shall be four theory paper each of 100 marks (4x 100 = 400) and one practical paper of 100 marks. The duration of examination shall be 03 hours for each theory paper. The total marks for all the papers shall be 2000, including sixteen theory papers (16x100=1600) and four practical papers (4x100=400). In each theory paper, out of 100 marks, 25 marks shall be assessed through internal assessment by the concerned teacher on the basis of student's academic activities (Quiz, Seminar, Internal tests & Classroom Presentation). The semester end examination shall consist of 75 marks in each theory paper. A theory paper shall be divided into five units and two questions will be formed from each unit. Students will have to answer five questions, selecting one question from each unit. The practical examination will be conducted and marks shall be awarded by Internal and External examiners jointly. However, HOD will act as coordinator during the practical examination.

Dissertation in IV Semester:

The students securing a minimum of 55% marks in total in I, II and III Semester examination (Subject to clearing all the theory and practical papers) will have an opportunity to select a Dissertation Work (100 Marks) in lieu of only 4th paper of IV semester. The student opting for Dissertation will select a topic related to his/her group of specialization (Clinical Psychology or Organizational Behaviour) with the help of supervisor (one of the faculty member) and later on submit an applications along with relevant information through the supervisor to the Head of the Department within 30 days from the declaration of the result of III semester. The dissertation in typed form (two copies) following APA manual between seventy five to hundred pages shall be submitted on or before 30th April to the Head of the Department along with Supervisor certificate.

Division of Marks:

Report Writing	:	70 Marks
Viva Voce	:	30 Marks
Total	:	<hr/> 100 Marks <hr/>

Note: Supervisor will act as an internal examiner. The marks will be awarded jointly by internal and external examiners. However, HOD will act as coordinator of the examination.

SEMESTER-I
M.A. Psychology
Paper-I Yoga Psychology

Marks-75

Time- 03 Hrs

Course Objectives:

- To initiate the understanding of psychological knowledge within yog and meditation linking with the idea of mental health and well-being.
- To create understanding about different Indian Yogic techniques of Physical and mental health.

Course Outcomes (COs):

After completion of the course students will be able:

- CO 1- To achieve spiritual and mental wellbeing.
- CO 2- To promote ancient Indian Knowledge.
- CO 3 -To understand human behaviour as per Yogic Perspectives

Unit 1: **Concept of Yoga:** Meaning & Definition of Yoga. Brief History, Different Branches of Yoga- Raj Yog, Bhakti Yog, Karma Yog, JnanaYog.

Unit 2: **Psychological Elements of Yoga in Patanjali Yog sutra:-**
Concept of Chitta, Levels of Chitta, Manifestations of Chitta, Methods of controlling the modifications of Chitta.

Unit 3: **Psychology Elements of Yoga in Srimad bhagvadgita:-**
Concept of Sthitprajna (Ch.2-54 to 72), Desire & Anger (Ch.3-37 to 43), Concept of Jnana Yoga (Ch.4-33 to 42), Concept of Divine Virtues & Demonic Nature (Ch.16)

Unit 4: **Psychological Elements of Yoga in Upnishadas:-**
Motivator of Senses (Kenopnishad Ch.1-1 to 8), Concept of Chariot & Charioteer (Kathopnishad 1/3/3to 15),
Extrovertness of Senses (Kathopnishad 2/1/1 to 5), State of Self Realization (Kathopnishad 2/3/10 to 15)

Unit 5: **Practical Yogic Techniques for Psychosomatic Health:-**
KunjarKariya, Shankh-Prakshalan, Jalneti, Tratak, Kapalbhati, Aasan, Pranayama, Dhyana.

Books Recommended:

- Taimni, I. K. (1961). The science of yoga. Adyar, India: The Theosophical Society of India.
- Feuerstein, G. (2002). The yoga tradition: Its history, literature, philosophy and practice. Delhi, India: Bhavana Books and Prints.
- Jacobsen, K. A., Larson, G. J. (2005). Theory and practice of yoga: Essays in honour of Gerald James Larson. Leiden, Holland: Brill.
- Vivekananda, S. (1982). Raja yoga or conquering the internal nature. Calcutta, India: Advaita Ashram.

Semester- I
Code: MAP 102
Experimental Psychology

Marks-75
Time- 03 Hrs

Course Objectives:

- To learn about basic psychological processes through scientific experiments.
- To understand various mental processes: Attention, perception, memory, thinking and problem solving ability.

Course Outcomes (COs):

After completion of the course, students will be able to:

- CO1- discusses various cognitive aspects of human behavior.
- CO2 - guide learners understand the importance of these cognitive processes in everyday life.
- CO3- analyzes scientific approach of different cognitive aspects.

Unit 1:	Attention and Perception: Attention – Concepts and Mechanisms, Selective attention. Perception – Figure-ground organization. Perception of depth and movement, Perceptual constancy – Brightness, size and shape.
Unit 2:	Memory and Forgetting: Memory – Types of memory (STM and LTM). Methods and Material, determinants of memory. Forgetting – Concepts, Causes and theories of forgetting – Interference Theory (Behaviouristic) and Memory Theory (Gestalt)
Unit 3:	Thinking and Problem solving: Thinking- Meaning and Types Concept formation, Language and thinking. Problem solving – Nature and theories factors affecting problem solving.
Unit 4:	Verbal Learning: Nature, materials and methods of verbal learning. Determinants of verbal learning and transfer of learning.
Unit 5:	Human abilities Nature and Definition of Intelligence. Biological, Social, Eco-cultural determinants. Theories of intelligence – Spearman, Thurston and Guildford.

Books Recommended:

- Baddley, A. (1997). *Human Memory: Theory and Practice*. New York, NY: Psychology Press.
- D. Amato, M.R. (1970). *Experimental Psychology: Methodology, Psychophysics and Learning*. Delhi, DL: Tata McGraw -Hill.
- Dodd, D.H., & White, R.M. (Jr.) (1980). *Cognition: Mental Structures and Processes*. Boston, MA: Allyn and Bacon Inc.

Semester- I
Code: MAP 103
Psychology of Personality

Marks-75
Time- 03 Hrs

Course Objectives:

- To learn about basic concepts of personality through psychological theories.
- To understand various approaches of human personality.

Course Outcomes (COs):

After completion of the course, students will be able to:

- CO1- elaborates various personality theories of human behavior.
- CO2 – apply scientific knowledge of human personality.
- CO3- analyzes scientific approach of different personality psychologists.

Unit 1: **Personality:** Meaning and Scientific Study of the Personality.

Unit 2: Determinants of Personality: Biological – genetic determinants of personality, and Environmental (Socialization, Society and Culture) factors contributing to personality development.

Unit 3: **Psychodynamic and Psychosocial Approaches:** Jung, Adler's and Freud. Humanistic and Self Approaches – Maslow, Murray and Rogers.

Unit 4: **Trait and type Approaches:**Allport, Cattell, Eysenck and Big Five Factors Models.

Unit 5: **Behaviouristic and social Learning Approaches:** Skinner, Bandura and Mischel.

Books Recommended:

- Burger, J.M. (2004), *Personality*. United state of America, USA: ThomsonWadsworth.
- Hall, G.C., Lindzey, G.,&Campbell, J.C. (1998). *Theories of Personality*. New York, NY:John Wiley and Sons.
- Mischel, W. (1976). *Introduction to Personality*. New York, NY: HoltReinhart and Winston.

Semester- I
Code: MAP 104
Advanced Social Psychology

Marks-75
Time- 03 Hrs

Course Objectives:

- To learn about basic concepts of social psychology.
- To understand various approaches of social behavior.

Course Outcomes (COs):

After completion of the course, students will be able to:

- CO1- discuss about various social theories of human behavior.
- CO2 – apply scientific knowledge of social behavior.
- CO3- spread scientific approach of social psychology in various fields of life.

- Unit 1: **Introduction:** Nature and scope of Social Psychology, Methods of Analysis of Social Behaviour. Relationship of Social Psychology with other Social Sciences, Current Trends in Social Psychology.
- Unit 2: **Methods of Social Psychology:** Observation, Experimental, Survey, Field Studies and Questionnaire.
- Unit 3: **Socialization:** Agents, Process and Characteristics of Socialization, Determinants of Socialization, Communication and Language.
- Unit 4: **Attitude and Prejudice:** Attitude – Meanings, Attitude Formation, Attitude Change, Theories of Attitude – Heider’s Balance theory and Festinger’s Cognitive Dissonance Theory. Determinants of Attitude. Prejudice – Meaning, Development and Causes of Prejudice, Psychological Techniques to reduce prejudices.
- Unit 5: **Social Influence and Social Problems:** Social Influence – Social Conformity, Conformity Bias, Impact of Feedback and Non-Conformity, Social Problems – Poverty and Deprivation, Gender Issues and Social Violence.

Books Recommended:

- Baron, R.A.,&Byrne, D. (2000). *Social Psychology*. New Delhi, ND: Prentice Hall ofIndia Pvt. Ltd.
- Fraser, C.,&Burchell, B. (2001). *Introducing Social Psychology*.Madlen, MA: Blackwell.
- Myers, D. (2007). *Social Psychology*. New Delhi, ND: Cengage Learning.
- Singh, A.K. (2009).*SamajManovigyanKeRuprekha*. New Delhi, ND:MotilalBanarasiDas.

Semester- I
Code: MAP 105
Psychology Practical

Marks-100
Time- 04 Hrs

Course Objectives:

- The course aims to deliver practical and in-depth experience in accordance to the principles learnt in the theory courses covering the areas of verbal learning, memory, forgetting etc.
- To provide the students with the practical knowledge of conducting various experiments and Psychological Tests.

Course Outcomes (COs):

After completion of the course, students will be able to:

- CO 1-Describe the basic concepts of psychological testing.
- CO 2- Measure various psychological characteristics.
- CO 3- Compare individual differences.

List of Practical

Any five of the following:

1. Social Distance Inventory
2. Marital Adjustment Inventory
3. Verbal Intelligence Tests
4. Depth Perception – Pictorial Cues.
5. Size Constancy
6. Verbal Learning- Serial Anticipation Method.
7. Verbal Conditioning
8. Attitude Scale (Optimistic - Pessimistic)
9. Social Conformity Scale
10. Short Term Memory
11. Zeigarnik Effect.
12. Concept Formation.
13. Eysenck Personality Inventory
14. Sixteen Personality Factors
15. Retroactive Interference

Profiling of Equipments:

Candidate is required to prepare a profile of at least 8 equipments (4 Instruments and 4 Tests), other than those included in Practical. One equipment profiles will be allotted to a candidate during the examination and evaluation will be based on profile, report and Viva-voce.

Division of Marks:

Conduction of 02 Practical	:	40 Marks
Viva Voce	:	35 Marks
Practical Record Book	:	15 Marks
Internal Viva-Voce	:	10 Marks

Total : 100 Marks

Note: Any five practical shall be conducted/administered by each student. Two practicals will be given to each student in practical examination. The marks shall be awarded jointly by internal and external examiners. However HOD will act as coordinator of the examination.

Semester- II
Code: MAP 201
Statistical Techniques in Psychology

Marks-75
Time- 03 Hrs

Course Objectives (COs):

- To develop an understanding of various statistical techniques in terms of their Applications
- To create understanding about different types of Design employed in Psychological Research

Course Outcomes (COs):

After completion of the course, students will be able:

- CO 1- To collect organizes, interpret and analyze of psychological data in various fields of life.
- CO 2- To obtain scientific results by using different statistical methods.
- CO 3- To utilize statistical knowledge in various field of science and arts.

- Unit 1: **Introduction:** Nature of the Data, Nature of Measurement, Levels of Measurement. Measures of Central Tendency – Mean, Median and Mode.
- Unit 2: **Measures of Variability:** NPC- Characteristics & Applications of Normal Probability Curve. Average Deviation, Quartile and Standard Deviation.
- Unit 3: **Parametric Statistics:** Significance of difference between means: CR and ‘t’ test (Correlated & Uncorrelated). Analysis of variance (one way and two way). Post hoc comparison test (Duncon& Schaffer)
- Unit 4: **Non-Parametric Statistics:** Chi-Square test, Sign Test, Median Test. Difference between parametric and non-parametric statistics.
- Unit 5: **Correlation Methods:** Concept and Significance. Product Moment Correlation (Ungrouped Data), Rank Difference Correlation. Standard Error of Estimate.

Books Recommended:

- Biswal, B.,& Dash, P.C. (2009). *Statistics in Education and Psychology*. New Delhi, ND: Dominant Publishers India.
- Gareett, H.E. (2005). *Statistics in Psychology and Education*. New Delhi, ND: Paragon International Publishers.
- Guilford, J.P. (1975). *Fundamental Statistics in Psychology and Education*. New York, NY: Mc Graw Hill.

Semester- II
Code: MAP 202
Cognitive Psychology

Marks-75
Time- 03 Hrs

Course Objectives:

- To learn about basic concept of cognitive psychology.
- To understand physiological aspects of human behavior.

Course Outcomes (COs):

After completion of the course, students will be able to:

- CO1- discusses origin and current status of cognitive psychology.
- CO2 - guide learners understand the importance of these cognitive processes in everyday life.
- CO3- analyze scientific approach of human physiology.

- Unit 1: **Origin and current status of cognitive Psychology, Approaches to cognitive development:** Piaget, Vygotsky and information processing. Development of cognitive neurosciences.
- Unit 2: **Central Nervous System:** Structure and functions of human brain (spinal cord, medulla oblongata, cerebellum, thalamus and hypothalamus, cerebrum.)
- Unit 3: **Peripheral Nervous System:** Cranial nerves and spinal nerves. Sympathetic and Para- Sympathetic nervous system- structure and functions. Endocrine glands and Psychological functions.
- Unit 4: **Motivation and Emotion:** Motivation- Basic motivational concepts. Biological motives (Hunger, thirst, sleep and sex). Social motives (Achievement, affiliation, power, aggression and approval). Maslow's Need Hierarchy Theory. Emotion- Physiological correlates of emotions. Theories of emotions- James-Lange & Cannon- Bard.
- Unit 5: **Creativity and Decision Making:** Creativity – Definition and measurement of creativity. Decision Making – Framing Effect, Individual and Group Decision Making, Risk taking and performance.

Books Recommended:

- Tiwari, B.D. (2001). *AdhunikDaihiKManovigyan*. Varanasi, MotilalBanarasidas.
- Morgan, C. T. (1965). *Physiological Psychology*. New York, NY: McGraw Hill.
- D. Amato, M.R. (1979). *Experimental Psychology: Methodology, PsychophysicsandLearning*. New Delhi, ND:Tata McGraw Hill.

Semester- II
Code: MAP 203
Counselling Psychology

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain the knowledge about guidance and counseling.
- Importance of counseling in real life.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO-1 To understand bio- psycho-social issues of human life as per psychological perspectives.
- CO-2 To assist clients under the supervision of clinical psychologists in various areas of life.
- CO-3 To provide counselling in school, college and university levels.

- Unit 1: **Counselling Psychology:** Definitions of counseling. Ethical issues in counseling, Distinctions between counseling and Psychotherapy.
- Unit 2: **Expectations and goals of Counselling:** Goals and expectations, Process, Group counseling. Characteristics of counseled and counselors, Role and functions of the counselors and their professional training.
- Unit 3: **Theoretical Approaches to Counseling:** Psychoanalytic, Behavioral, Rational- Emotive Behaviour Therapy, Client Centered, Transactional Analysis.
- Unit 4: **Areas of Counselling:** Educational, Career, Family and Martial, Gerontological and Weaker Sections, Stress Management Oriented Counselling.
- Unit 5: **Evaluation of Counselling:** Nature and purpose, steps in evaluation, and outcome research. Testing- Intelligence test, Achievement test, Aptitude test, Interest test, and Personality Test.

Books Recommended:

- C.J. Geslo., & Fretz, B.R. (1995). *Counselling Psychology*. Bangalore, Prism Books Pvt. Ltd.
- Patri, V.R. (2001). *Counselling Psychology*. New Delhi, ND: Authors Press.
- Rao, S.N. (2002). *Counselling and Guidance*. New Delhi, ND: McGraw Hill
- David, A. (2004). *Guidance and Counselling*. New Delhi, ND: Common Wealth Publishers.
- Gladding, S. (2009). *Counselling: A Comprehensive Profession*. New Delhi, ND: Pearson Education.
- Sodi, T.S., & Suri, S.P. (2006). *Guidance and Counselling*. New Delhi, ND: Tata McGraw Hill.
- Gladding, S. T. (2009) *Counselling*. New Delhi, ND: Dorling Kindersley Pvt. Ltd.
- Rai, A., & Asthana, M. (2006). *Guidance and Counselling*. Varanasi, New Delhi, ND: Motilal Banarasi Das.

Semester- II
Code: MAP 204
Applied Psychology

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain the knowledge about applied psychology.
- Importance of various fields of applied psychology.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO-1 To understand applied issues of human life as per psychological perspectives.
- CO-2 To enhance quality of sports, media and information technology.
- CO-3 To provide scientific knowledge of applied psychology.

- Unit 1: **Community Psychology:** Concepts of Community and their implication for community Psychology. Relevance of Psychology to community studies.
- Unit 2: **Criminal Psychology:** Understanding Psycho-social factors of criminology, Offences (Juvenile delinquency, Crime against women, Robbery, Substance Abuse, Homicide and Suicide). Role of Voluntary agencies, Ethical issues in forensic practice, terrorism.
- Unit 3: **Sports Psychology:** Nature and application, Psychological interventions to enhance mental health, cognitive skills and spiritual skills of sportsmen, team cohesion and team building.
- Unit 4: **Military Psychology:** Mental health of army personnel. Psychological tests for selection and training, Psychological interventions.
- Unit 5: **Psychology of Information Technology and Mass Media:** Promoting Wellbeing and Human rights through I.T. Media and Communication (Concepts, Process and Models), Media Violence, Media Management (Advertising and Public Relations), Cyber Crime.

Books Recommended:

- Mann, P.A. (1978). *Community Psychology*. New York, NY: The Free Press.
- Anastasi, A. (1979). *Fields of Applied Psychology*. New Delhi, ND: McGraw-Hill.
- Mishra, R. (2006). *Criminal Psychology*, New Delhi, ND: Sumit Enterprises.
- Singh, S. (2008). *Psychology of Sports Performance*. New Delhi, ND: Global Vision Publishing House.
- Swain, S. (2010). *Applied Psychology*. New Delhi, ND: Vishal Publications.
- Shanmugam, T.E. (1987). *Community Psychology*. Madras, Utsav Publisher.
- Smarak, S. (2009). *Applied Psychology*. New Delhi, ND: New Vishal Publications.

Semester- II
Code: MAP 205
Psychology Practical

Marks-75
Time- 03 Hrs

List of Practical:

Any Five of the following:

1. Word Bio feedback
2. Aggression Scale
3. Achievement Motivation Scale
4. Life Stress Scale
5. Emotional Competence/Maturity Scale
6. Vocational Aspiration
7. Transactional Analysis
8. Quality of Life
9. Parent Child Relationship Scale
10. Level of Aspiration Test
11. Introversion- Extroversion Personality Scale
12. Aptitude Test
13. Interest Inventory
14. Adjustment Inventory
15. Mental Health Scale/Inventory.

Profiling of Equipments:

Candidate is required to prepare a profile of at least 8 equipments (4 Instruments and 4 Tests), other than those included in Practical. One equipment profiles will be allotted to a candidate during the examination and evaluation will be based on profile, report and Viva-voce.

Division of Marks:

Conduction of 02 Practicals	:	40 Marks
Viva Voce	:	35 Marks
Practical Record Book	:	15 Marks
Internal Viva-Voce	:	10 Marks
Total	:	100 Marks

Note: Any five practical shall be conducted/administered by each student. Two practicals will be given to each student in practical examination. The marks shall be awarded jointly by internal and external examiners. However HOD will act as coordinator of the examination.

Semester- III
Code: MAP 301
Group A: Clinical Psychology
Applied Psychometry

Marks-75
Time- 03 Hrs

Course Objectives:

- To inform students about the basics of applied psychometry.
- To make them learn the statistical rigors in designing psychological tests.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO1- To construct psychological tests.
- CO 2- To utilize practical knowledge of various psychological tests.
- CO 3- To discuss about basic concepts of psychological scaling.

Unit 1: **Foundations of Psychometry:** Basic of measurement theory. Errors in measurement. Speed vs. power test, nature of Psychological testing. Ethical issues in Psychological testing.

Unit 2: **Test Construction:** Meaning of a test, classification, characteristics of a good test, general steps of test construction. Item writing – method of scoring. Item analysis – meaning and purpose, items difficulty, difficulty value and index of discrimination.

Unit 3: **Psychological Scaling:** Basic concepts, Types – Ordinal scale, Nominal scale, Interval scale and Ratio scale.

Unit 4: **Reliability and Validity:** Reliability – meaning of reliability, Methods – test retest, internal consistency/ split half. Factor influencing reliability of a test. Validity – meaning, types- content, criterion, predictive and concurrent, and construct validity. Factors influencing validity of the test.

Unit 5: **Application of Tests:** Applications of Psychological testing in various settings- education, counseling and guidance, clinical.

Books Recommended:

- Chadha, N.K. (2009). *Applied Psychometry*. New Delhi, ND: Sage Publications.
- Guilford, J.P. (1989). *Psychometric Methods*. New Jersey, NJ: John Wiley and Sons.
- Kline, T.J.B. (2005). *Psychological Testing*. New Delhi, ND: Vistarr Publication.
- Jackson, C. (2003). *Understanding Psychological Testing*. Mumbai, Jaico Publishings House.
- Nunnally, J.C. (1978). *Psychometric Theory*. New York, NY; McGraw Hill.
- Chandha, N.K. (1996). *Theory and Practice of Psychometry*. New Delhi, ND: New Age International Publishers.
- Singh, A.K. (1997). *Tests, Measurement, Research Methods in Behavioural Sciences* Patna, Bharati Bhawan.

Semester- III
SEMESTER-I
CODE: MAP -302
Research Methodology

Marks-75

Time- 03 Hrs

Course Objectives:

- To inform students about the basics of scientific research in applied psychology.
- To make them learn the statistical rigors in designing research and processing data.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO1- To conduct short empirical research.
- CO 2- To prepare and present scientific research report in various fields of life.
- CO 3- To prepare research reports.

- Unit 1: **Research Process:** Nature of research, Problem and hypothesis Variables – Operational definition criterion and predictor variables, selection, manipulation and control of independent and extraneous variables, measurement of dependent variables.
- Unit 2: **Types of Research:** Experimental, Quasi Experimental, Correlational Research and Ex-post facto research. Ethical issues in psychological research.
- Unit 3: **Sampling:** Meaning, Purpose and Types. Sampling error. Factors influencing sampling decision size, accessibility and cost.
- Unit 4: **Research Design:** Meaning, Characteristics and purpose. Criteria of good research design. Between groups design. Within groups design and factorial design. Randomized and matched group designs.
- Unit 5: **Methods of Data Collection and Report Writing:** Observation. interview and questionnaire. Report Writing – Research Report Writing based on APA Style. Ethical issues in psychological research – APA ethics code.

Books Recommended:

- Broota, K.D. (1992). *Experimental Design in Behavioural Research*. New Delhi, ND:Willey Eastern.
- Ferlinger, F.N. (1973). *Foundation of Behavioural Research*. Delhi, DL:SurjeetPublications.
- Gupta, A.K. & Singh, R. (2009). *Research Methodology*. New Delhi,ND:Vayu Educationof India.
- Kidder, K.H. (1981). *Research Methods in Social Science*. Tokyo, Holt Saunders.
- Goodwin, C.J. (1998). *Research Psychology*. New York NY: John Wiley and Sons.

Semester- III
Code: MAP 303
Health Psychology

Marks-75

Time- 03 Hrs

Course Objectives:

- To familiarize with the concept of health psychology to live healthy life.
- To orient the students about management of stress.

Course Outcomes (Cos):

After completion of the course, students will be able to:

- CO 1- Maintain a holistic approach of health.
- CO 2 - Promote Indian psycho-yogic views of health in the society.
- CO 3- Describe conceptual knowledge of behavioural health.

Unit 1: **Concept of Health:** Definition of Health, Biopsychosocial model VS biomedical model. Interaction of biopsychosocial variables, clinical implication of biopsychosocial model, cross cultural perspective on health.

Unit 2: **Social and Environmental Factors:** Global health trends, Health care systems, socio-economic factors in health, Gender and Health.

Unit3: **Stress and Coping:** Meaning of Stress, Stress as stimulus and Response, Response moderators – Coping styles individual characteristics and social support. Interaction model of stress. Stress related health problems – cardiovascular disease hypertension, stroke, diabetes.

Unit 4: **Modification of Health Behaviour:** Changing health beliefs, cognitive behaviour approach, self-observation and self monitoring, classical conditioning. Systematic desensitization, shaping, modeling, self control. Health enhancing behaviour – Exercise, accident prevention, weight control. Health compromising behaviour- alcohol and smoking and their prevention.

Unit 5 : **Management of Stress:** self awareness, lifestyle modification, assertiveness, relaxation and exercise, management of Type A behaviour, yoga and meditation.

Books Recommended:

- Baum, A., Gatchel, R.J.,&Krantz, D.S. (1997). *An Introduction to Health Psychology*. New York, NY:McGraw-Hill.
- Baum, A., Revenson,T.A.,& Singer, J.E. (2001). *Handbook of Health Psychology*. New Jersey, NJ:Lawrence Erlbaum.
- Dimatteo, M.R. &Martin, L.R. (2010). *Health Psychology*. New Delhi: ND: DorlingKindersley Pvt. Ltd.
- Taylor, S.E. (1994). *Health Psychology*. New York, NY: Random House
- Khokhar, C.P. (2007). *A Text Book of Stress Coping and Health*.Meerut: ShalabPublication.

Semester- III
Code: MAP 304
Psycho Diagnostic Techniques

Marks-75

Time- 03 Hrs

Course Objectives:

- To familiarize with the concept of Psycho Diagnostic Techniques.
- To orient the students about Psycho logical testing.

Course Outcomes (Cos):

After completion of the course, students will be able to:

- CO 1- Maintain a holistic approach of Psycho Diagnostic Techniques.
- CO 2 - Promote knowledge of psychological testing.
- CO 3- Describe conceptual knowledge of neuropsychological testing.

Unit 1: **Psychodiagnostics:** Nature and Scope, Sources of Clinical Data- The assessment Interview, Behavioural Assessment, ratings and checklists. Psychological tests, Differential diagnosis.

Unit 2: **Psychological Interviewing:** Structured interviewing. Intake interviewing. Mental status examination and diagnostic Interviewing, Crisis Interviewing. Major characteristics of interview, Roles and tactics in the interview.

Unit 3: **Intelligence Testing:** Stanford – Binet test, Wechsler Intelligence test and Bhatia Battery Performance test. Difference between individual Vs group intelligence tests.

Unit 4: **Personality Testing:** Projective tests- TAT and Rorschach with specific indicators for neuroses and schizophrenia. Self report inventories – MMPI and NEO PI-R.

Unit 5: **Neuropsychological Testing:** Bender-Gestalt and Wechsler memory Scale. GSR and ECG techniques.

Books Recommended:

- Gullari, S. (1998). *Foundations of Clinical Psychology*. Boston, MA: Allyn and Bacon.
- Wolman, B.B. (1978). *Clinical Diagnosis of Mental Disorders: A Handbook*. New York, NY: Plenum.
- Maarnet, G. (2003). *Handbook of Psychological Assessment*. New Jersey, NJ: John Wiley and Sons.
- Winer, B. (1983). *Clinical Methods in Psychology*. New York, NY: John Wiley and Sons.
- Korchin, S.J. (1986). *Modern Clinical Psychology*. New Delhi, ND: CBS Publishers and Distributors

Semester- III
Code: MAP 305
Psychology Practicals

Marks-75
Time- 03 Hrs

List of Practical:

Any Five of the following:

16. Word Association Test
17. Rorschach
18. T.A.T.
19. Inferiority – Insecurity Test
20. Defense Mechanism Test
21. Life Stress Scale
22. Biofeedback
23. Quality of Life Scale
24. State Trait Anxiety
25. Beck Anxiety Inventory
26. PGI Health Questionnaire
27. Mental Depression Scale
28. Frustration Scale
29. Personality Adjustment Inventory
30. Multidimensional Scale for Parenting

Division of Marks:

Conduction of 02 Practical	:	40 Marks
Viva Voce	:	35 Marks
Practical Record Book	:	15 Marks
Internal Viva-Voce	:	10 Marks
Total	:	100 Marks

Note: Any five practical shall be conducted/administered by each student. Two practicals will be given to each student in practical examination. The marks shall be awarded jointly by internal and external examiners. However HOD will act as coordinator of the examination.

Semester- IV
Code: MAP 401
Psychological Testing

Marks-75

Time- 03 Hrs

Course Objectives:

- To gain familiarity with psychological testing and its nature and functions
- To create understanding about different types of testing.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO1-To administer psychological testing in various settings like school, hospitals and NGO.
- CO2-To provide help in the assessment of mentally retarded and physically handicapped persons
- CO3- To explain about various types of psychological testing.

Unit 1: **Psychological Test:** Nature, Functions and Types of Psychological Tests. Test Administration- Effects of examiner and situational variables. Test-takers perspective. Effects of training on test performance.

Unit 2: **Measurement of Aptitude and Abilities:** Group Tests – Multidimensional Aptitude Battery. Multilevel Aptitude Batteries – Cognitive Ability Test.

Unit 3: **Personality Testing:** Self Inventories – MMPI, EPPS, 16PF, Neo Personality, Inventory. Projective Techniques- Inkblot, TAT

Unit 4: **Interest Inventories:** Strong interest Inventory, Kuder Interest Inventory, Jackson's Vocational Interest Inventory.

Unit 5: **Tests for special Population:** Infant and Pre-school testing, Assessment of mentally retarded and physically handicapped.

Books Recommended:

- Anastasi, A. (1998). *Psychological Testing*. New Delhi, ND:McMillan.
- Kline, P (1993). *The Hand Book of Psychological Testing*. London, LDN:Poutlege.
- Morphy, K.R.,&Davidshofer, C. O. (1988). *Psychological Testing: Principles andApplication*. New Jersey, NJ: Prentice Hall of India Pvt. Ltd.
- Freeman, F.S. (1971). *Theory and Practices of Psychological Testing*. New York,NY:Oxford Press.
- Cropanbach, L.J. (1972). *Essentials of Psychological Testing*. New York, NY: Harperand Row.
- Mathur, K. (1983). *Psychological Testing*. Agra, Vinod PustakMandir.
- Alken, L.R.,&Marnat, G.G. (2009). *Psychological Testing and Assessment*. NewDelhi, ND: Dorling Kindersley Pvt. Ltd.

Semester- IV
Code: MAP 402
Clinical Interventions

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain familiarity with Clinical Interventions.
- To create understanding about different skill training program.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO1-To administer clinical intervention program in various settings like school, hospitals and NGO.
- CO2-To provide help in the assessment of mentally retarded persons.
- CO3- To explain about various types of clinical interventions.

- Unit 1: **Intervention Goals and Process:** Nature goals and course of interventions, objective and approaches. Basic Psychotherapeutic technique- Guidance, Catharsis, Reassurance and Persuasion common Features of Interventions.
- Unit 2: **The Helping Process:** Clinical Psychologist and Counsellor as a person and professional, Counsellor Characteristics. Skills of a therapist- Listening, Leading, confronting.
- Unit 3: **Issues Faced by Therapists and Clinical Intervention:** Issues faced by therapist, learning our limits, transference and counter transference, establishing realistic goals. Intervention – Group therapy. Family therapy, Creative Art therapies.
- Unit 4: **Interventions:** Psychodrama. Yoga and Meditation, Placebo effect, Biofeed back, Assertion Training. Self instructional training.
- Unit 5: **Skill Training Programme:** For anger control, Persons suffering from Psychological Problems, mentally retarded.

Books Recommended:

- Korchin, S.J. (1986). *Modern Clinical Psychology: Principles of Interventions in the Clinic and Community*. New Delhi, ND: CBS Publishers and Distributors.
- Baruth, L.G.,&Huber, C.H. (1985). *Counselling and Psychotherapy: Theoretical Analysis and Sill Applications*.London, LDN: Meeil A Bell and Howell.
- Hecker, J.E.,&Thorpe, G.L. (2005). *Introduction to Clinical Psychology: Science,Practice and Ethics*. New Delhi, ND: Person.
- Trull, T.J.,&Phares, E.J. (2001). *Clinical Psychology: Concepts, Methods and Profession*. Belmont, CA: Wadsworth.
- Abate, L.L.,&Milan, M.A. (1985). *Hand Book of Social Skills, Training andResearch*, New York, NY: John Wiley and Sons.

Semester- IV
Code: MAP 403
Therapeutic Techniques

Marks-75

Time- 03 Hrs

Course Objectives:

- To gain knowledge about different therapies
- To create understanding and awareness about the use of therapies in professional life.

Course Outcomes (COs):

After the completion of this course students will be able:

- CO1-To apply psycho - therapeutic knowledge in practical life.
- CO2-To assist psychotherapist and clinical psychologist.
- CO3- To explain the basic utility of psychotherapies.

Unit 1: **Psychotherapies:** Concept, Roles and responsibilities, The Client, Therapist Relationship, Ethical issues, Codes of Conduct.

Unit 2: **Psychodynamic Therapy:** Freudian Psychoanalysis, Alfred Adler and Erik Erikson.

Unit 3: **Behaviour Therapy:** Guided Exposure, Systematic desensitization, Aversion Therapy. Assertion training. Modeling, Biofeedback.

Unit 4: **Cognitive Behaviour Therapy:** Beck's Cognitive Therapy, Rational emotive behavior Therapy, Michenbaum's cognitive behaviour therapy.

Unit 5: **Humanistic Therapies:** Person centered therapy- Gestalt Therapy, existential therapy. Transactional therapy, Interpersonal Relationship Therapy- Marital and Family Systems Therapy.

Books Recommended:

- Corey, G. (2001). *Theory and Practice of Counselling and Psychotherapy*. BelmontCA, Brooks Cole.
- Culari, S. (1998). *Foundations of Clinical Psychology*. New York, NY:Allyn andBacon.
- Plante, T. (2005). *Contemporary Clinical Psychology*.New York,NY: John Wiley andSons.
- Erskine, R. (1988). *Integrative Psychotherapy in Action*. New York, NY:SagePublicatiions.
- Ghorpade, M.B.,& Kumar, V.B. (1988). *Introduction to Modern Psychotherapy*. New Delhi, ND:Himalaya Publishing House.
- Bandura, A. (1969). *Principle of Behaviour Modification*. New York,NY:HoltRinehard and Winston.
- Rastogi, G.D. (1991). *Psychopathology and Treatment*. New Delhi: ND: WileyEastern Ltd.

Semester- IV
Code: MAP 405
Psychology Practicals

Marks-75
Time- 03 Hrs

List of Practical

(A) Practical : Any five of the following:

1. Biofeedback
2. Cognitive Therapeutic Technique
3. Behaviour Modification Technique
4. Death Anxiety
5. Beck Hopelessness Scale
6. Mental Retardation Test
7. Frustration Test
8. Type A/B Behaviour Pattern
9. Suicidal Ideation Scale
10. State-Trait Anxiety
11. Neurotic Measurement Scale
12. Depression Test
13. Alienation Scale
14. Locus of Control
15. Multi-Dimensional Personality Inventory

Division of Marks:

Conduction of 02 Practical	:	40 Marks
Viva Voce	:	35 Marks
Practical Record Book	:	15 Marks
Internal Viva-Voce	:	10 Marks
Total	:	100 Marks

Note: Any five practical shall be conducted/administered by each student. Two practicals will be given to each student in practical examination. The marks shall be awarded jointly by internal and external examiners. However HOD will act as coordinator of the examination.

Semester- III
Group B: Organizational Behaviour
Code: MAP 301
Applied Psychometry

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain familiarity with Psychometry and psychological measurement.
- Criteria of psychological test and the steps used in test construction.

Course Outcomes (COs):

After completion of the course, students will be able:

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

Unit 1: **Foundations of Psychometry:** Basics of measurement theory. Errors in measurement. Speed vs. Power tests, nature of Psychological testing. Ethical issues in Psychological testing.

Unit 2: **Test Construction:** Meaning of a test, classification, characteristics of a good test general steps of test construction. Item writing – meaning and types of items, general guide lines for item writing, method of scoring. Item analysis – meaning and purpose, items difficulty value and index of discrimination.

Unit 3: **Psychological Scaling:** Basic concepts. Types – Ordinal scale, Nominal scale, Interval scale and Ratio scale.

Unit 4: **Reliability and Validity:** Reliability – meaning of reliability, Methods test retest, internal consistency split half. Factor influencing reliability of a test. Validity – meaning, types – content, criterion. Predictive and concurrent and construct validity. Factors influencing validity of the test.

Unit 5: **Applications of Tests:** Applications of Psychological testing in various settings- education, counseling and guidance, clinical

Books Recommended:

- Chadha, N.K. (2009). *Applied Psychometry*. New Delhi, ND: Sage Publications.
- Guilford, J.P. (1989). *Psychometric Methods*. New Jersey, NJ: John Wiley and Sons.
- Kline, T.J.B. (2005). *Psychological Testing*. New Delhi, ND: Vistaar Publication.
- Jackson, C. (2003). *Understanding Psychological Testing*. Mumbai, Jaico Publishing House.
- Nunnally, J.C. (1978). *Psychometric Theory*. New York, NY: McGraw Hill.
- Chadha, N.K. (1996). *Theory and Practice of Psychometry*. New Delhi, ND: New Age International Publishers.
- Singh, A.K. (1997). *Tests, Measurement, Research Methods in Behavioural Sciences*. Patna, Bharati Bhawan.

Semester- III
Code: MAP 302
Organizational Behaviour

Marks-75

Time- 03 Hrs

- Unit 1: **Leadership:** Concept of leadership, Leadership styles and their effectiveness. Different theories of leadership. Transformational and transactional leadership. Importance of leadership in organization.
- Unit 2: **Organizational Climate and Culture:** Concept and determinants of organizational climate, Measurement of organizational climate, Impact of organizational climate. Difference between organizational climate and culture.
- Unit 3: **Nature and Scope of Organizational Behaviour:** Historical background, Concept and scope of organizational behaviour, Approaches, Challenges and Opportunities.
- Unit 4: **Work Motivation:** Nature of motivation, Internal and External Motives- Financial and Non-financial incentives in industry. Theories of work motivation – Maslow, Herzberg, Vroom, Porter and Lawler.
- Unit 5: **Organizational Effectiveness:** Conceptual analysis, Historical development. Factors affecting effectiveness. Models/ approaches of organizational effectiveness.

Books Recommended:

- Robbins, S.P. (2008). *Organizational Behaviour*. New Delhi, ND: Pearson Education.
- Luthans, F. (2008). *Organizational Behaviour*. New York, NY: McGraw Hill.
- Srivastava, S.K. (2005). *Organizational Behaviour and Management*. New Delhi, ND: Sarup and Sons Publishers.
- Prasad, L.M. (1995). *Organizational behaviour*. New Delhi, ND: Sultan Chand and Sons.
- Ahuja, K.K. (1990). *Organizational Behavior*. New Delhi, ND: Kalyani Publishers.
- Mullins, L.J. (1998). *Management and Organizational Behaviour*. Allahabad: Wheeler Publishing

Semester- III
Code: MAP 303
Human Resource Management

Marks-75
Time- 03 Hrs

- Unit 1: **Fundamentals of Human Resource Management:** Meaning, Scope and Importance of Human Resource Management. Assumption and Characteristics of HRM. Difference between Personnel Management and HRM.
- Unit 2: **Acquisition of Human Resources:** Planning, Assessment and Job Analysis, Recruitment and Selection- Procedure, Sources.
- Unit 3: **Industrial Relations:** Nature and Objective of industrial relations. Importance and approaches in industrial relations. Strategy and role of human resource management.
- Unit 4: **Performance Appraisal:** Performance Management System. appraisal process. Methods, creating effective personnel management system.
- Unit 5: **Job Satisfaction and Well Being in organization:** Meaning, nature and factors of job satisfaction. Theories of job satisfaction. Importance of job satisfaction.

Books Recommended:

- DeCenzo, D.A. &Robbins,S.P. (1999). *Human Resource Management*. New York,NY:John Wiley and Sons.
- Sudha, G.S. (2008).*Human Resource Management*. Jaipur, Ramesh Book Depot.
- Kaila, H.L. (2006). *Industrial Organizational Psychology*. New Delhi, ND:KalpazPublication.
- Varkkey, B. (2008) *Human Resource Management*. New Delhi, ND:PearsonEducation.
- Hersy, P. &Blanchard, K.H. (1995). *Management of Organizational Behaviour: Utilizing Human Resources*. New Delhi,ND: Prentice Hall of India Pvt. Ltd.
- Dessler, G. (1998). *Human Resource Management*. New Delhi, ND:Prentice Hall of India Pvt. Ltd.

Semester- III
Code: MAP 304
Psychology at Work Place

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain familiarity with psychology at work place.
- To create understanding about various aspects of working conditions.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO1-To administer psychological testing in various settings of work place.
- CO2-To provide help in the solution of working problems.
- CO3- To enhance the quality of communication within organization.

Unit 1: **Introduction** : Place of Psychology in industry and its scope. Historical development and Hawthorne Studies. Research methods of industrial/ organizational psychology – Experimental, Naturalistic observation, Survey and Opinion Polls. Ethical practices in research at work place.

Unit 2: **Working conditions:** Worksites, Child care facilities, office and work place design, Illumination, Noise ventilation, Work Schedules- Working hours, Rest Pauses, Flexible work schedules.

Unit 3: **Accidents and Safety in Work Place:** Meaning and Causes of Accidents, Accident Proneness. Measure to Preventing Accident.

Unit 4: **Fatigue and Monotony:** Meaning and causes of fatigue, Measurement of Fatigue, and methods of eliminating fatigue, Monotony and boredom. Elimination of boredom.

Unit 5: **Communication within Organization:** Meaning and Process of Communication Models and Perspectives of Communication in organizations. Communication barriers. Types of Communication.

Books Recommended:

- Ahuja, K.K. (1990). *Organizational Behaviour*. New Delhi, ND: Kalyani Publishers.
- Fisher, D. (2003). *Communication in Organization*. Bombay, Jaico Books.
- Schein, E.H. (1983). *Organizational Psychology*. New Delhi, ND: Prentice Hall of India Pvt. Ltd.
- Davis, K. (1981). *Human Behaviour at Work: Organizational Behaviour*. New Delhi, ND: Tata McGraw Hill.
- Smith, D.R. (1990). *The Psychology of Work and Human Performance*. New York, NY: Harper and Row.
- Newstrom, J.W., & Davis, K. (1995). *Organizational Behaviour : Human Behaviour at Work*. New Delhi, ND: Tata McGraw Hill.

Semester- III
Code: MAP 305
Psychology Practicals

Marks-75
Time- 03 Hrs

List of Practical

Any five of the following:

- 1 Job Satisfaction Scale
- 2 Labour Welfare Inventory
- 3 Occupational Stress Scale
- 4 Work Adjustment Inventory
- 5 Vocational Interest Inventory
- 6 Job Anxiety Scale
- 7 Job Involvement Scale
- 8 Leadership Style Scale
- 9 Organizational Climate Inventory
- 10 Self Esteem Inventory
- 11 Work Motivation Scale
- 12 Functional Social Support
- 13 Executive Personality Scale
- 14 Organizational Health Questionnaire

Division of Marks:

Conduction of 02 Practical	:	40 Marks
Viva Voce	:	35 Marks
Practical Record Book	:	15 Marks
Internal Viva-Voce	:	10 Marks
Total	:	100 Marks

Note: Any five practical shall be conducted/administered by each student. Two practicals will be given to each student in practical examination. The marks shall be awarded jointly by internal and external examiners. However HOD will act as coordinator of the examination.

Semester- IV
Code: MAP 401
Psychological Testing

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain familiarity with psychological testing and its nature and functions
- To create understanding about different types of testing.

Course Outcomes (COs):

After completion of the course, students will be able:

- CO1-To administer psychological testing in various settings like school, hospitals and NGO.
- CO2-To provide help in the assessment of mentally retarded and physically handicapped persons
- CO3- To explain about various types of psychological testing

Unit 1: **Psychological Test:** Nature, uses, Functions and Types of Psychological Tests. Test Administration – Effects of examiner and situational variables, Test – takers perspective. Effects of training on the test performance.

Unit 2: **Measurement of Aptitude and Abilities:** Group Tests – Multidimensional Aptitude Battery. Multilevel Aptitude Batteries-Multilevel Aptitude Batteries- Cognitive Ability Test. Multiple Aptitude Test Batteries-Differential Aptitude Test.

Unit 3: **Personality Testing:** Self Inventories – MMPI, EPPS, 16 PF, Neo Personality Inventory. Projective Techniques – Inkblot, Picture Completion.

Unit 4: **Interest Inventories:** Strong Interest Inventory. Kuder Interest Inventory.

Unit 5: **Tests for Special Population:** infant and Pre-school testing, Assessment of mentally retarded and physically handicapped.

Books Recommended:

- Anastasi, A.(1998). *Psychological Testing*. New Delhi, ND:McMillan.
- Kline, P. (1993). *The Hand Book of Psychological Testing*. London, LDN:Routledge.
- Morphy, K.R.,&Davidshofer, C.O. (1988). *Psychological Testing: Principles and Application*. New Jersey, NJ: Prentice Hall of India Pvt. Ltd.
- Freeman, F.S. (1971). *Theory and Practices of Psychological Testing*. New York, NY:Oxford Press.
- Cronbach, L.J. (1972). *Essentials of Psychological Testing*. New York, NY: Haper andRow.
- Mathur, K. (1983).*Psychological Testing*. Agra, VinodPustakMandir.
- Aiken, L.R.,&Marnat, G.G. (2009). *Psychological Testing and Assessment*. NewDelhi, ND: Dorling Kindersley Pvt. Ltd.

Semester- IV
Code: MAP 402
Stress Management

Marks-75

Time- 03 Hrs

Course Objectives:

- To gain knowledge about Stress Management.
- To create understanding and awareness about the therapeutic approaches to Stress Management.

Course Outcomes (COs):

After completion of the course, the students will be able to

- COs 1- Gain expertise in the understanding of stress and its management.
- COs 2- Organize stress management workshops in various government and public institutions.
- COs 3 – Apply stress management skills in various areas of life.

Unit 1: **Organizational Stress:** Meaning of Stress, Individual factor influencing job stress. Different perspectives and symptoms of stress, conflict –Concept and types of conflict, stages and sources of conflict. Approaches of conflict resolution.

Unit 2: **Causes of Job Stress:** Personal Characteristics, Organizational structure and change, Properties of work and work setting, job role machine pacing and shift work. Coping with Stress – Types of coping strategies.

Unit 3: **Consequences of job Stress:** Job behaviour, Job satisfaction, Performance, absenteeism, Health Strains- Physical illness, mental / Psychological Symptoms.

Unit 4: **Stress Management Interventions:** Individual centered – cognitive, behavioural and psychical, Organization centered – Preventing, mitigating and moderating organizational stressors.

Unit 5: **Therapeutic Approaches to Stress Management:** Counselling, Hypno- suggestive, Hypnosis, Self talk, music therapy.

Books Recommended:

- Pestonjee, D.M. (1992). *Stress and Coping*. New Delhi, ND: Sage Publications.
- Srivastava ,A.K. (1999). *Management of Occupational Stress: Theory and Practice*. New Delhi, ND: Gyan Publishing House.
- Davis, K. (1981). *Human Behaviour at Work: Organizational Behaviour*. New Delhi,ND: Tata McGraw Hill.
- Pestonjee, D.M. (1991). *Motivation and Job Satisfaction*. New Delhi, ND: MacmillanIndia Ltd.
- Gosh, P.K.,&Ghorpade, M.B (1991). *Industrial and Organizational Psychology*. New Delhi, ND: Himalaya Publishing House.

Semester- IV
Code: MAP 403
Organizational Development and Change

Marks-75
Time- 03 Hrs

Course Objectives:

- To gain knowledge about organizational development and change.
- To create understanding and awareness about the therapeutic approaches to organizational development.

Course Outcomes (COs):

After completion of the course, the students will be able to

- COs 1- Gain expertise in the understanding of organizational development.
- COs 2- enhance the quality of government and private organizations.
- COs 3 – Apply management skills in various areas of Government and private organizations.

Unit 1: **Introduction:** Nature, Scope and Characteristics of organizational development, Historical development. Process of Management of Change. Revolution and Growth of Organizational Development in India.

Unit 2: **Management of Organizational Development:** Process and action research. Approaches – Survey, feedback, process consultation, team building.

Unit 3: **Organizational Development Interventions:** Team, Building, Role Analysis Techniques, Role Negotiation Technique. Life and Career Planning.

Unit 4: **Management of Change:** Organizational Structure, Organizational Culture, Employee relations and involvement strategies. Major phases in effective management and organizational development Resistance to change and its diagnosis.

Unit 5: **Evaluating change and future of organizational development:** Behavioural aspects of managing across cultures.

Books Recommended:

- Chandha, N.K. (2007). *Organizational Behaviour*. New Delhi, ND: Galgotia Publication.
- French, W.L., & Bell, C. H. (2006). *Organizational Development: A Behaviour Science Approach*. New Delhi, ND: Prentice Hall of India Pvt. Ltd.
- Prasad, L.M. (1995). *Organizational Behaviour*. New Delhi, ND: Sultan Chand and Sons.
- Robbins, S.P. (1989). *Organizational Behaviour*. New Delhi, ND: Prentice Hall of India Pvt. Ltd.

Semester- IV
Code: MAP 404
Employee Counselling

Marks-75

Time- 03 Hrs

Course Objectives:

- To gain knowledge about employee counseling.
- To create understanding and awareness about the therapeutic approaches of counseling.

Course Outcomes (COs):

After completion of the course, the students will be able to

- COs 1- Gain expertise in the understanding of employee Counseling.
- COs 2- Organize counseling program in various government and public institutions.
- COs 3 – Apply counseling skills in various areas of life.

Unit 1: **Nature and Scope of Employee Counselling:** Meaning and Scope of Employee Counselling. Various Stages in Employee Counselling, Need of Employee Counselling. Approaches to Employee Counselling.

Unit 2: **Work place counselling.:** Models of work place counselling. Models of Counselling. Performance counselling, Career counselling and Planning.

Unit 3: **Psychoanalytic Theory and Employee Counselling:** the topographical and Psychodynamic aspects of human mind. Conflicts and need for counselling. Emotional reeducation.

Unit 4: **Person Centered Therapy and Employee Counseling:** Conception of man. Actualizing Tendency, Development of Self Concept, Counselling Procedure. Directive and non-directive approaches- Reality therapy, Rational emotive therapy. Gestalt counselling and eclectic counselling

Unit 5: **Behavioural Counselling:** Development of behavioral counselling. Behaviour therapy. Criteria for counselling Goals. Strategies – Systematic desensitization, Social modeling. Assertive training, Aversion therapy, Cognitive behaviour modification.

Books Recommended:

- Sinha, A.K.P. (1990). *Employee Counselling*. New Delhi, ND: Prachi Publication.
- Gelso, C.J.&Fretz, B.R. (1995). *Counselling Psychology*. Bangalore, Prism Books Pvt. Ltd.
- Shertzer, B.& Stone, S.C. (1968). *Fundamentals of Counselling*. New York: NY:Houghton Mifflin.
- Patterson, C.H. (1959). *Counselling and Psychotherapy: Theory and Practice*. New York, NY: Harper and Row.

Semester- IV
Code: MAP 405
Practical and Project Report

Marks-75
Time- 03 Hrs

(A) Practical : Any five of the following:

1. Job Satisfaction Scale\
2. Mental Fatigue
3. Personal Efficacy Scale
4. Role Conflict Inventory
5. Attitude Scale Towards Management
6. Aptitude Test
7. Conflict Resolution
8. Organizational Effectiveness Scale
9. Organizational Culture Scale
10. Personality Assessment Using any Projective Test.

Division of Marks:

Conduction of 02 Practical	:	40 Marks
Viva Voce	:	35 Marks
Practical Record Book	:	15 Marks
Internal Viva-Voce	:	10 Marks
Total	:	100 Marks

Note: Any five practicals shall be conducted/administered by each student. Two practical will be given to each student in practical examination. The marks shall be awarded jointly by internal and external examiners. However HOD will act as coordinator of the examination.