



**Gyanmanjari**  
Innovative University

Course Syllabus  
Gyanmanjari Institute of Arts  
Semester-6 (B.A)

**Subject:** Industrial Psychology – BATPY16322

**Type of course:** Major

**Prerequisite:** NA

**Rationale:** The content provides a comprehensive overview of industrial psychology, emphasizing its relevance to understanding work behavior, environment, and task analysis, which are essential for improving workplace efficiency and employee well-being. It also highlights the importance of ergonomic and engineering aspects in designing effective work systems.

**Teaching and Examination Scheme:**

Teaching Scheme			Credits	Examination Marks			Total Marks
CI	T	P		C	SEE	CCE	
			MSE			ALA	
4	0	0	4	100	30	70	200

**Legends:** CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; ESE-End Semester Examination; MSE- Mid Semester Examination; V – Viva; CA - Continuous Assessment; ALA- Active Learning Activities.

4 Credits \* 25 Marks = 100 Marks (each credit carries 25 Marks)

SEE 100 Marks will be converted in to 50 Marks

CCE 100 Marks will be converted in to 50 Marks

It is compulsory to pass in each individual component.



**Course Content:**

Unit	Course content	Hrs	% Weightage
1	<b>Industrial Psychology: Nature and Scope</b> <ul style="list-style-type: none"> <li>• Subject Matter of Psychology</li> <li>• What is industrial psychology?</li> <li>• The nature of industrial psychology</li> <li>• Scope of Industrial Psychology</li> <li>• Industrial Psychology as a Profession</li> </ul>	15	25
2	<b>Work environment</b> <ul style="list-style-type: none"> <li>• Workplace environment and fatigue</li> <li>• The difference between fatigue and exhaustion</li> <li>• Fatigue</li> <li>• Ways to reduce fatigue</li> <li>• Creepiness</li> <li>• Work environment</li> </ul>	15	25
3	<b>Analysis of the work</b> <ul style="list-style-type: none"> <li>• Meaning of task analysis</li> <li>• Uses of task analysis</li> <li>• Sources of job analysis information</li> <li>• Collection of job analysis information</li> <li>• Task specialization</li> </ul>	15	25
4	<b>Engineering Psychology</b> <ul style="list-style-type: none"> <li>• History of Engineering Psychology</li> <li>• Study of time and motion</li> <li>• The system of person and machine</li> <li>• Workplace planning</li> <li>• Computers</li> </ul>	15	25



**Continuous Assessment:**

Sr. No	Active Learning Activities	Marks
1	<b>Resume developing and uploading</b> students have to practice creating and finalizing their resumes by developing content and formatting. They then upload their completed resumes to a designated platform or submission portal. The goal is to enhance their resume-building skills and ensure their documents are ready for job applications and upload it on GMIU web Portal.	10
2	<b>Develop company's logo</b> Students have to work on creating a unique and visually appealing logo that represents a company's brand identity. They brainstorm ideas, design the logo using various tools or sketches, and ensure it reflects the company's values and mission. Finally, they present their logo designs for feedback and possible refinement and submit it on GMIU web Portal..	10
3	<b>Duty analysis:</b> Students analyze the duties and responsibilities of employees within an NGO, company, or organization. They identify specific roles, tasks, and workflows to understand organizational structure and function. This helps students develop insights into workplace operations and the importance of role clarity and upload it on GMIU web Portal.	10
4	<b>Effect of Profit and loss</b> Students have to analyze how profit and loss impact an NGO, company, or organization. They examine how financial gains or setbacks affect operations, growth, and sustainability. Students also explore the effects on workers, such as job security and wages and upload the findings on GMIU web Portal.	10
5	<b>Workplace issues of employee:</b> Students have to analyze common workplace issues faced by employees, such as conflicts, harassment, or workload stress. They identify the causes and effects of these issues and discuss possible solutions. The goal is to understand employee challenges and how to address them effectively in a professional environment and upload it on GMIU web Portal.	10
6	<b>Measuring Workplace Adjustment:</b> Students have to assess how the work environment (including physical conditions, resources, and organizational climate) affects employee adjustment within the selected organization and upload it on GMIU web Portal.	10
7	<b>Attendance</b>	10
<b>Total</b>		<b>70</b>

**Suggested Specification table with Marks (Theory):**

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	15%%	25%	30%	20%	5%	5%

**Note:** This specification table shall be treated as a general guideline for students and teachers. The actual distribution of marks in the question paper may vary slightly from above table.

**Course Outcome:**

After learning the course the students should be able to:	
CO1	Analyze fundamental workplace issues such as employee.
CO2	Evaluate the relationship between the work environment, employee well-being, and organizational performance.
CO3	Define and Differentiate between the concepts of task analysis and job analysis.
CO4	Evaluate the impact of environmental factors on human performance.

**Instructional Method:**

The course delivery method will depend upon the requirement of content and need of students. The teacher in addition to conventional teaching method by black board, may also use any of tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory

The internal evaluation will be done on the basis of Active Learning Assignment

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in laboratory.

**Reference Books:**

- [1] Siegal and Lane 3rd Ed (1977) "Psychology in Industrial organization", Mumbai. D. B. Tarapurwala and Co.
- [2] Schultz, D. and Schultz, S. e (2002) 'Psychology & Work Today', Delhi person education (First India Reprint 2004)
- [3] Dave, C. B. and Other Author, (2007). 1st Ed. "Psychology In Industrial Organization", Viral Publication, Ahmedabad,

