



Gyanmanjari
Innovative University

Course Syllabus
Gyanmanjari Institute of Arts
Semester-4 (M.A)

Subject: Industrial Psychology – MATPY14518

Type of course: Major (Core)

Prerequisite:

A prerequisite for the Industrial psychology is to have knowledge of industrial atmosphere and to know what the nature of industries is.

Rationale:

The study of industrial psychology is vital for understanding employee's behavior, identifying industrial issues, and developing effective solutions. By addressing industrial problems through psychological insights and interventions, we can promote employee justice, enhance well-being, and prevent dysfunction in industry.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks					Total Marks
CI	T	P		C	Theory Marks		Practical Marks		
			ESE		MSE	V	P	ALA	
4	0	0	4	60	30	10	0	50	150

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



Course Content:

Sr. No	Course content	Hrs	% Weightage
1	Introduction to Industrial Psychology <ul style="list-style-type: none"> • Introduction • A form of modern industrial psychology • Aims of Industrial Psychology • Scope and Study Questions of Industrial Psychology • Place and function of psychology in industry • An Industrial Psychology Perspective 	15	25
2	Job analysis <ul style="list-style-type: none"> • Career Selection Process • Elements in Employee Selection • Employee Selection Process • Methods of job analysis • Factors affecting reluctance • Methods of training • Factors Affecting Industrial Accident Propensity 	15	25
3	Understanding employee needs & perspective <ul style="list-style-type: none"> • Types of Employee Temptation <ol style="list-style-type: none"> 1. Economic inducements 2. non-economic inducements • Types of confusing employees • Problems of employee and industrial health • Measures to increase industrial vitality 	15	25
4	Administrative issue & solutions <ul style="list-style-type: none"> • Rituals and rules for an industrial leader • Conditions of effective leadership • Industrial conflict and strikes • Employee participation in administrative management 	15	25

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	Industrial visit Students have to visit any industry and make a report (1. Introduction and overview of the Visit. 2. Details about the Industrial Visit (Including the date and time of. Trip Location, Journey, Company visited, Program coordinator etc.) 3. Objectives of the Industrial Visit. 3.1 Technical Objectives. 3.2 Managerial Objectives. 4. About the company (Historical Background and current details.)	10
2	Types of industry Students have to collect information about the types of industries and upload it on GMIU web portal.(minimum 7 types)	10
3	Presentation students have to make a presentation on government schemes and acts related to industry sector workers and upload it on GMIU web portal.	10
4	Survey Students have to conduct a survey on the topic given by the faculty and upload it on GMIU web portal.	10
5	Assignment Students have to describe about POSDCORB related to industry and upload it on GMIU web portal.	10
Total		50

Suggested Specification table with Marks (Theory):60

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	20%	40%	40%	-	-	-



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	Categorize and classify nature of industrial psychology.
CO2	Evaluate the work related problems in industry.
CO3	Develop plans for prevention of industrial accidents and industrial safety
CO4	Examine which is the factors Influencing administrative problems.

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 Organisation", Viral Publication, Ahmedabad,

