



Gyanmanjari
Innovative University

Syllabus

Gyanmanjari Institute of Management Studies

Semester-1 (MBA)

Subject: Psychology for Managers – MBA2XX11301

Type of course: Multidisciplinary

Prerequisite: Students should have a basic understanding of management principles and organizational behavior along with general awareness of human behavior in social and workplace settings.

Rationale: The subject Psychological for Managers helps students understand human behavior in organizations and apply psychological principles in managerial decision-making. It develops skills related to motivation, leadership, communication, stress management, and conflict handling.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks		Total Marks
CI	T	P	C	SEE	CCE	
2	0	0	2	100	50	150

Legends: CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; SEE - Semester End Evaluation; LWA - Lab Work Assessment; V – Viva voce; CCE-Continuous and Comprehensive Evaluation; ALA- Active Learning Activities.

Course Content:

Sr. No	Course Content	Hrs	% Weightage
1	Introduction to Managerial Psychology Theory Topics • Meaning and Definition of Psychology • Nature and Scope of Managerial Psychology • Importance of Psychology in Management • Role of Psychology in Organizations • Approaches to Understanding Human Behavior • Relationship between Psychology and Management	02T 04 P	20



	Practical 1: Psychology and Leadership Presentation Students will create a presentation explaining the relationship between psychology, leadership styles, and employee motivation. Practical 2: Info graphic on Managerial Psychology Students will design an info graphic explaining major functions and applications of managerial psychology in modern organizations. Examination Style: <table><tr><th>Sr. No</th><th>Evaluation Methods</th><th>SEE</th><th>CCE</th></tr><tr><td>1</td><td>ALA 1: Research Project Students will select a business-related topic approved by the faculty and conduct a small-scale research study using secondary data, surveys, observations, articles, or case references. The project should include problem identification, data collection, analysis, findings, and recommendations. Students will upload the PDF on GMIU Web Portal.</td><td></td><td>10</td></tr><tr><td>2</td><td>Article Writing Faculty will provide a topic related to managerial psychology. Students will write an analytical article based on the given topic by applying theoretical concepts, critical thinking, and practical organizational examples.</td><td>20</td><td></td></tr><tr><td></td><td>Total</td><td>20</td><td>10</td></tr></table>	Sr. No	Evaluation Methods	SEE	CCE	1	ALA 1: Research Project Students will select a business-related topic approved by the faculty and conduct a small-scale research study using secondary data, surveys, observations, articles, or case references. The project should include problem identification, data collection, analysis, findings, and recommendations. Students will upload the PDF on GMIU Web Portal.		10	2	Article Writing Faculty will provide a topic related to managerial psychology. Students will write an analytical article based on the given topic by applying theoretical concepts, critical thinking, and practical organizational examples.	20			Total	20	10		
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2	Personality and Perception Theory Topics • Meaning and Definition of Personality • Determinants of Personality • Personality Traits and Theories • Big Five Personality Model • Attitude: Meaning and Components • Formation and Change of Attitudes • Meaning and Process of Perception • Factors Influencing Perception • Perceptual Errors and Biases • Personality and Perception in Organizational Effectiveness	02T 04P	20																



	Practical 1: Big Five Personality Comparison Presentation Given a provided scenario (e.g., employees resisting a new software system), write a 500-word management memo proposing strategies to change employee attitudes. Apply cognitive dissonance theory and social influence models with specific, actionable steps. Practical 2: Personality determinants case analysis Choose a well-known business leader (e.g., Ratan Tata, Narayana Murthy). Research their background using publicly available interviews. Map biographical evidence to heredity, environment, and situational determinants in a structured Word document with a comparison table. Examination Style: <table border="1"> <thead> <tr> <th>Sr. No</th><th>Evaluation Methods</th><th>SEE</th><th>CCE</th></tr> </thead> <tbody> <tr> <td>1</td><td>ALA2: Attitude Components Poster Design Students will design a digital poster explaining the cognitive, affective, and behavioral components of attitude with workplace-related examples and illustrations. Students will upload the PDF on GMIU Web Portal.</td><td></td><td>10</td></tr> <tr> <td>2</td><td>Case Study Faculty Will Provide a topic related to Case Study situation and answer the questions.</td><td>20</td><td></td></tr> <tr> <td></td><td>Total</td><td>20</td><td>10</td></tr> </tbody> </table>	Sr. No	Evaluation Methods	SEE	CCE	1	ALA2: Attitude Components Poster Design Students will design a digital poster explaining the cognitive, affective, and behavioral components of attitude with workplace-related examples and illustrations. Students will upload the PDF on GMIU Web Portal.		10	2	Case Study Faculty Will Provide a topic related to Case Study situation and answer the questions.	20			Total	20	10		
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3	Cognitive Psychology and Managerial Decision-Making Theory Topics • Meaning of cognition and cognitive processes • Attention and concentration at work • Memory and workplace learning • Thinking and reasoning • Problem-solving process • Creative thinking and managerial decisions • Cognitive biases in managerial decision-making Practical 1: Thinking & Reasoning in Business Situations Students will analyze a given business situation, identify the reasoning process involved, and explain how logical thinking can help managers make better decisions. Practical 2: Cognitive Bias Identification in Decision-Making Students will analyse a business case and identify cognitive biases such as anchoring, confirmation bias, availability bias and overconfidence, explaining how the bias affects the manager's decision.	03 T 03 P	20																



Examination Style:			
Sr. No	Evaluation Methods	SEE	CCE
1	ALA 3: "Think Like a Manager: Cognitive Bias & Decision-Making Challenge" Students will analyze a business case, identify the problem, compare three possible solutions, identify a cognitive bias, and recommend the best managerial decision. They will prepare a report analysis and upload the PDF on the GMIU Web Portal.		10
2	Poster Presentation: Students will prepare and present a visually appealing academic poster on the assigned topic, highlighting key concepts, findings, and insights. Evaluation will be based on content quality, creativity, presentation skills, and ability to answer questions.	20	
	Total	20	10
4	Emotional and Social Psychology at Work Theory Topics • Meaning of emotions and moods • Emotional regulation • &Emotional Intelligence • Self-awareness • Self-regulation • Empathy • Psychological safety • Trust in workplace relationships • Social perception • First impressions • Stereotyping and workplace bias Practical 1: Emotional Regulation Challenge Students will analyse a difficult workplace situation and prepare a step-by-step response showing how a manager can control emotions and respond professionally. Practical 2: Workplace Emotion & Mood Analysis Students will analyze a given workplace scenario and identify how emotions and moods can affect employee behavior, communication and work performance	03T 03P	20



Examination Style:			
Sr. No	Evaluation Methods	SEE	CCE
1	ALA 4 :Workplace Emotional Intelligence Survey Students will visit a company and conduct a short survey with employees to understand how employees manage emotions, communicate with others, and respond to workplace situations. Students will upload the PDF on GMIU Web Portal.		10
2	Minor Project & VIVA: Students will complete a small project involving research, analysis, or practical application of the subject and present their findings. Evaluation will be based on project quality, originality, documentation, practical understanding, and performance in the viva voce.	20	
	Total	20	10

5	Stress, Conflict and Work Psychology Theory Topics • Stress: Meaning, Causes and Types • Stress Management Techniques • Conflict: Meaning, Types and Causes • Conflict Resolution Strategies • Work Environment and Job Satisfaction • Psychological factors affecting employee performance Practical 1: Executive Summary Writing Faculty will provide a detailed case or article. Students shall prepare a concise executive summary.		02T 04P 20						
	Practical 2: Workplace Stress Case Study Analyze a case involving employee stress and suggest suitable stress management interventions.								
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		Prepare a report on findings and recommendations. Students will upload the PDF on GMIU Web Portal.				
	2	Quiz: Students will be given a set of MCQ's. Students need to complete the given MCQ's in a stipulated time.	20			
		Total	20	10		

Suggested Specification table:

Distribution of Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage %	20%	30%	20%	20%	10%	-

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	Define the fundamental concepts, meaning, and nature of psychology and managerial psychology.
CO2	Explain the meaning, nature, and determinants of personality and their influence on individual behavior in organizations.
CO3	Evaluate cognitive psychology concepts, including thinking, reasoning, problem-solving, creative thinking, and cognitive biases, to support effective managerial decision-making.
CO4	Analyze cognitive processes and their impact on managerial thinking, problem-solving, creativity, and decision-making.
CO 5	Apply work psychology concepts to manage stress, address conflicts, and enhance employee well-being, job satisfaction, and performance.

Instructional Method:

The course delivery method will depend upon the requirement of content and need of students. A minimum of 20-30% of the course content shall be suggested to deliver through Flipped Learning, where students study digital learning resources before the classroom session.



Classroom time shall be utilized for discussion, problem-solving, practical applications, and higher-order learning activities.

Students shall be encouraged to use AI-powered learning platforms, simulation software, virtual laboratories, digital libraries, research databases, online certification courses, NPTEL, SWAYAM, MOOCs, and other technology-enabled learning resources to strengthen conceptual understanding and practical competence.

Continuous assessment shall be conducted through Active Learning Assignments (ALAs), quizzes, skill demonstrations, presentations, practical exercises, projects, case studies; innovation activities, peer assessment, reflective learning, and industry-oriented tasks instead of relying primarily on conventional written assignments.

Reference Books:

- [1] Robbins, S. P., Judge, T. A., & Vohra, N. (2022). Organizational behavior (19th ed.). Pearson Education.
- [2] Luthans, F. (2021). Organizational behavior: An evidence-based approach (14th ed.). McGraw-Hill Education.
- [3] Pareek, U. (2019). Understanding organizational behaviour (4th ed.). Oxford University Press.
- [4] Aswathappa, K. (2021). Organizational behaviour (13th ed.). Himalaya Publishing House.
- [5] Singh, K. (2020). Organizational behaviour: Text and cases (4th ed.). Pearson Education.

Suggested Assessment Guidelines:

SEE	Topic	Criteria	Marks	Description
1	Article Writing	Content Knowledge and Analysis	10	Demonstrates understanding of the topic, application of concepts, and analytical thinking.
		Organization and Presentation	10	Logical structure, clarity of expression, relevant examples, and proper language usage.
2	Case Study	Problem Analysis	10	Identifies key issues and applies relevant psychological concepts.
		Solution and Justification	10	Provides practical recommendations supported by logical reasoning
3	Poster Presentation	Poster Design, Creativity & Visual Presentation	10	Strengthens the ability to visually communicate marketing ideas, organize information effectively, and explain concepts in a clear and creative manner.



		Explanation of Concepts, Practical Relevance & Response to Questions	10	Proper organization, formatting, findings, and conclusion.
4	Minor Project & VIVA	Field Investigation, Data Collection & Project Report	10	Develops practical marketing insights through field observation, data collection, and the ability to relate real-world practices with theoretical concepts.
		Viva Performance (Understanding of Findings, Practical Learning & Responses)	10	
5	Quiz	Earns 0.5 Marks on each correct answer.	20	Tests subject knowledge by confidently answering marketing concepts and responding to questions with clarity.

