



GUJARAT TECHNOLOGICAL UNIVERSITY

Master of Engineering

Subject Code: 3724612

Semester – II

Subject Name: Industrial Psychology

Type of course: Elective III

Prerequisite: Nil

Rationale:

Industrial Psychology, the aim of this course is to make students understand and study the importance human behavior and applies it to the workplace to increase employee potential, strong bond between employer and employee it also lead customer satisfaction, leadership.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks				Total Marks
L	T	P		Theory Marks		Practical Marks		
			ESE (E)	PA (M)	ESE (V)	PA (I)		
3	0	2	4	70	30	30	20	150

Content:

Sr. No.	Content	Total Hrs
1	Introduction to Industrial Psychology: Definition, nature and development of work psychology, basis of job related behavior - individual and situational variables, importance of organizational behavior, organizational behavior models	06
2	Individual Behavior: Personality: types, factors influencing personality; Attitudes; Perceptions, factors influencing perception, interpersonal perception; Motivation: Concepts and their application, Principles and Theories of motivation- Different Models of Motivation and their effects on work behavior.	06
3	Human Fatigue: Nature of fatigue, Fatigue reduction, Rest Pauses, Environmental conditions affecting fatigue. Economic aspects, Psychological aspects, Job methods, Motion study, Time study, Hawthorne study.	06
4	Leadership: Concept, Function, Style & Theories of Leadership - Trait, Behavioral and Situational Theories, Vroom-Yetton-Yago Model.	06
5	Work stress: Stress: Understanding Stress and Its Consequences, Causes of Stress, Managing Stress.	05
6	Job Redesign and new technologies: Human factor approach to job design, Job simplification, job enrichment, job enlargement.	04
7	Group Behavior: Analysis of Interpersonal Relationship, Group Dynamics: Definition, Stages of Group Development, Group Cohesiveness, Formal and Informal Groups, Group Processes and Decision Making, Dysfunctional Groups	06
8	Dynamics of Organizational Behaviors: Organizational Change: Concept, Nature, Resistance to change, Managing resistance to change, Implementing Change, Kurt Lewin Theory of Change, Factors affecting organizational climate, Job satisfaction.	06



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Organizational Culture: Concept, Characteristics, Elements of Culture, Implications of Organization culture, Process of Organizational Culture.

Suggested Specification table with Marks (Theory): (For BE only)

Distribution of Theory Marks					
R Level	U Level	A Level	N Level	E Level	C Level
15	25	20	20	15	05

Legends: R: Remembrance; U: Understanding; A: Application, N: Analyze and E: Evaluate C: Create and above Levels (Revised Bloom's Taxonomy)

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.

Reference Books:

1. Human Resource Management by Aswathappa K, 5th edition, New Delhi, Tata McGraw Hill, 2008.
2. Essentials of Organizational Behavior by Stephen P. Robbins, Pearson Education Inc., Prentice Hall of India.
3. Industrial Psychology by P K Ghosh and M B Ghorpede, Himalaya Publishing House, Mumbai.
4. Industrial Psychology by T W Harrell, Oxford & IBH Publishing Co. Pvt. Ltd., New Delhi.
5. Organizational Behavior by Fred Luthans, McGraw Hill Book Co., 1998.
6. Organizational Behavior: Human Behavior at Work by Newstrom John W., Tata Mc Graw Hill.
7. Industrial Psychology, Its Theoretical & Social Foundations by M L Blum and J C Naylor, CBS Publishers & Distribution, New Delhi.
8. Industrial / Organizational Psychology: An Applied Approach by Aamodt, M.G., 5th edition, Wadsworth/Thompson: Belmont, C.A., 2007.
9. Organization behavior (Text and Cases) by Dr. S S Khanka, S. Chand & Co. Ltd., Delhi.

Course Outcomes:

Sr. No.	CO statement	Marks % weightage
CO-1	Understand the concepts Industrial psychology it importance and application	25
CO-2	Understand the individual behaviour and its effect in industry	25
CO-3	Understand human fatigue, stress level, leadership and job design	25
CO-4	Understand group behaviour and theory of change, its process and hurdles	25



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Term Work:

The term work shall be based on the topics mentioned above.

List of Experiments:

Industrial Visit and Expert Session