



**GUJARAT TECHNOLOGICAL UNIVERSITY**  
**Syllabus for Master of Business Administration (Part - Time), 4<sup>th</sup> Semester**  
**Subject Name: Organisational Psychology**  
**Subject Code: 5549981**

**1. Learning Outcome:**

<b>Learning Outcome Component</b>	<b>Learning Outcome</b>
Business Environment and Domain Knowledge (BEDK)	<ul style="list-style-type: none"> <li>• Demonstrate fundamental knowledge about the need and scope of Organisational / Industrial Psychology in the context of current business environment and practices.</li> <li>• Understand the brief history and various related fields of Organisational / Industrial Psychology.</li> </ul>
Critical thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI)	<ul style="list-style-type: none"> <li>• Learn about the influence of Individual Psychology in organizations, their impact and possible corrective actions at the behavioral level as well as the systems level.</li> </ul>
Global Exposure and Cross-Cultural Understanding (GECCU)	<ul style="list-style-type: none"> <li>• Learn how to appreciate the influence of culture and practices of diverse work groups across Nations on Individual Psychology and its impact on performance at all levels.</li> </ul>
Social Responsiveness and Ethics (SRE)	<ul style="list-style-type: none"> <li>• Learn about the attributes of the social fabric, the influence of various sciences – psychology, sociology and anthropology on Human Behaviour and performance and thus adopt organizational systems and Leadership Styles to keep each individual motivated.</li> <li>• Empathize on issues that cause stresses and resolve emerging consequences of stress at individual and organizational level.</li> </ul>
Effective Communication (EC)	<ul style="list-style-type: none"> <li>• Experience and practice interventions pertaining to all Organizational and Human Resource processes so as to learn and adapt appropriate communication abilities and styles for healthy inter-personal behavior and stress management.</li> </ul>
Leadership and Teamwork (LT)	<ul style="list-style-type: none"> <li>• Appreciate the impact of human psychology on individual, inter-personal and group performance and adapt leadership styles that motivate effective performance at each level and ensure harmony and team cohesiveness under various situations including situations of Stress.</li> </ul>

**LO – PO Mapping: Correlation Levels:**

**1 = Slight (Low); 2 = Moderate (Medium); 3 = Substantial (High), “-“= no correlation**

<b>Sub. Code: 5549981</b>	<b>PO1</b>	<b>PO2</b>	<b>PO3</b>	<b>PO4</b>	<b>PO5</b>	<b>PO6</b>	<b>PO7</b>	<b>PO8</b>	<b>PO9</b>
LO1:	3	3	1	-	2	-	-	-	-
LO2:	3	3	3	3	2	2	1	-	3
LO3:	3	3	3	-	3	-	-	-	3
LO4:	3	3	3	2	-	3	3	-	2
LO5:	3	2	3	3	1	3	2	-	3
LO6:	3	3	3	3	2	3	2	-	3

**2. Course Duration: The course duration is of 40 sessions of 60 minutes each.**

**3. Course Contents:**



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Module No:	Module Content	No. of Sessions	70 Marks (External Evaluation)
<b>I</b>	<p><b>Introduction to Organisational / Industrial Psychology</b></p> <p>:</p> <ul style="list-style-type: none"> <li>• Definition, Nature and Scope of Organisational/Industrial Psychology</li> <li>• Overview of the Development of Organisational/Industrial Psychology and Organisational Behaviour</li> <li>• Factors affecting Individual and Organisational/Industrial Psychology</li> </ul> <p><b>Foundations of Organisational/ Industrial Psychology :</b></p> <ul style="list-style-type: none"> <li>• Economic Foundations – Experiments by Taylor and Gilbreth</li> <li>• Social Foundations : Capital Vs Labour Orientation</li> <li>• Psychological Foundations : Clinical Psychology and Individual Differences and Adjustments</li> <li>• Role of Organisational / Industrial Psychology and Organisational Attitude and Behaviour</li> <li>• Methods of Psychology Study : Descriptive, Experimental and Statistical</li> <li>• Contemporary Challenges for Organisational / Industrial Psychology</li> <li>• 2 classic studies –               <ul style="list-style-type: none"> <li>(i) Time and Motion Studies – Nature and Characteristics, Principles, Psychological Implication and Short Comings</li> <li>(ii) Hawthorne Studies – 5 experiments</li> </ul> </li> </ul>	<b>10</b>	<b>17</b>
<b>II</b>	<p><b>Need for Utilising and Managing Human Resource for Organisational Effectiveness: Survival and Growth</b></p> <p><b>Human Nature :</b></p> <ul style="list-style-type: none"> <li>• The Biological Fallacy</li> <li>• The need for a Sociological / Situational Perspective,</li> <li>• The Developmental Perspective</li> <li>• The Organisational Perspective</li> <li>• The Contingency Approach</li> </ul> <p><b>Managerial Assumptions about Human Nature and Implied Managerial Strategy :</b></p> <ul style="list-style-type: none"> <li>• Rational – Economic Assumptions,</li> <li>• Social Assumptions and Social Influences on Behaviour</li> <li>• Self-Actualisation Assumptions</li> </ul>	<b>10</b>	<b>18</b>
<b>III</b>	<p><b>Motivational Aspects of Psychology : A Developmental and Situational View</b></p>	<b>10</b>	<b>18</b>



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	<ul style="list-style-type: none"> <li>• The Biological Origins of Human Nature – The Id</li> <li>• The Impact of Socialising and Early Development – The Ego</li> <li>• Human Motives and Developmental Choices – Revisiting Basic Need Theories of Motivation</li> <li>• Job Values and Job Dimensions : Related Psychological States</li> </ul>		
<b>IV</b>	<p><b>Stress Management :</b></p> <ul style="list-style-type: none"> <li>• Meaning, Nature, Sources and Factors Influencing</li> <li>• Types of Stress : Acute and Chronic, Frustration, Conflict, Change and Pressure</li> <li>• Responding to Stress : Emotional Responses, Physiological Responses and Behavioural Responses</li> <li>• Potential Effects of Stress</li> </ul> <p><b>Stress Tolerance :</b></p> <ul style="list-style-type: none"> <li>• Factors Influencing, Monitoring Stress</li> </ul> <p><b>Coping Mechanisms :</b></p> <ul style="list-style-type: none"> <li>• Common Coping Patterns</li> <li>• The Nature of Constructive Coping : Appraisal- Focused Constructive Coping, Problem-Focused Constructive Coping, Emotion-Focused Constructive Coping</li> </ul> <p><b>Achieving Self Control</b></p>		<b>17</b>
<b>V</b>	<p><b>Practical:</b></p> <ul style="list-style-type: none"> <li>• Viewing and analyzing videos of how human psychology and behaviour is influenced by factors like culture ( regional and global ), personal upbringing and eco-system – societal and professional</li> <li>• Sharing experiences of one’s own exposure to how human psychology influenced / impacted Human Resource Development and Organisational Processes and Systems.</li> <li>• Analysing one’s own experience of leading a task and working out improvement plans for oneself, now that one has understood the impact of human psychology on various organizational processes.</li> </ul>		<b>30</b> <b>(marks CEC)</b>

**4. Pedagogy:**

- ICT enabled Classroom teaching
- Case studies
- Practical / live assignment
- Interactive class room discussions
- Sessions by Practicing professionals
- Audio / Video based learning for understanding cross culture human psychology



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**5. Evaluation:**

**Students shall be evaluated on the following components:**

<b>A</b>	<b>Internal Evaluation</b>	<b>(Internal Assessment- 50 Marks)</b>
	Continuous Evaluation Component	20 marks
	Class Presence & Participation	10 marks
	Case Study Discussion and Group Discussion	20 marks
<b>B</b>	<b>Mid-Semester examination</b>	<b>(Internal Assessment-30 Marks)</b>
<b>C</b>	<b>End –Semester Examination</b>	<b>(External Assessment-70 Marks)</b>

**5. Reference Books:**

No.	Author	Name of the Book	Publisher	Year of Publication /Edition
1	Schultz,D.P. and Schultz, S.E.	Psychology and Work today - An Introduction to Industrial and Organisational Psychology	Person Education Inc. (2009)	Latest
2	Newstorm, J.W. and Davis,K.	Organisational Behaviour- Human Behaviour at Work	Tata McGraw Hill Publishing Co. Ltd. (1998)	Latest
3	Ghosh,P.K. and Ghorpade,M.B.	Industrial Psychology	Himalaya Publishing House, Bombay, 1991	Latest
4	Bhagwatwar, P.A.	Psychology of Industrial Behaviour	Sheth Publishers, Bombay, 1980	Latest
5	Chaube,S.P.	Fundamentals of Industrial Psychology	Himalaya Publishing House, 2000	Latest
6	Schein Edgar H, ,	Organisational Psychology	Prentice Hall of India, New Delhi, 1983.	Latest
7	Estonjee D.M. and Pandey Satish,	Stress and Work : Perspectives on Understanding and Managing Stress	Sage India	Latest

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

**7. List of Journals/Periodicals/Magazines/Newspapers / Web resources, etc.**

1. SA Journal of Industrial Psychology (SAJIP)
2. Industrial and Organizational Psychology: Perspectives on Science and Practice (SIOP)
3. Journal of Applied Psychology
4. Journal of Business and Psychology
5. International Journal of Stress Management