

GUJARAT TECHNOLOGICAL UNIVERSITY

M. E. Mechanical (Industrial Engineering) (Branch Code - 46)

Year – II (Semester – III) (W.E.F. July 2013)

Subject: Industrial Psychology (734601)

Sr. No.	Topic	Hours
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	3
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.	5
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.	3
4	Leadership: Concept, Function, Style & Theories of Leadership - Trait, Behavioral and Situational Theories, Vroom-Yetton-Yago Model.	3
5	Work stress: Stress: Understanding Stress and Its Consequences, Causes of Stress, Managing Stress.	2
6	Job Redesign and new technologies: Human factor approach to job design, Job simplification, job enrichment, job enlargement.	3
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.	3
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. Organizational Culture: Concept, Characteristics, Elements of Culture, Implications of Organization culture, Process of Organizational Culture.	6
		28

Text 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.

References:

1. Organizational Behavior by Fred Luthans, McGraw Hill Book Co., 1998.
2. Organizational Behavior: Human Behavior at Work by Newstrom John W., Tata McGraw Hill.
3. Industrial Psychology, Its Theoretical & Social Foundations by M L Blum and J C Naylor, CBS Publishers & Distribution, New Delhi.
4. Industrial / Organizational Psychology: An Applied Approach by Aamodt, M.G., 5th edition, Wadsworth/Thompson: Belmont, C.A., 2007.
5. Organization behavior (Text and Cases) by Dr. S S Khanka, S. Chand & Co. Ltd., Delhi.