

POST GRADUATE SYLLABUS

PSYCHOLOGY



SESSION 2022-24

SAMBALPUR UNIVERSITY, JYOTI BIHAR, BURLA

COURSE AT A GLANCE

SEMESTER-I				
Paper	Course Title	Credit Hour	Mark Distribution	Maximum Marks
PSY-411	Basic Psychological Process-A	4	80+20	100
PSY-412	Basic Psychological Process-B	4	80+20	100
PSY-413	Life-span Human Development	4	80+20	100
PSY-414	Psychological Statistics	4	80+20	100
PSY-415	Seminar & Practical	2+2	50+50	100
AC PSY-01	Entrepreneurship Development	2		
<i>1. In addition to this student (s) has to take Entrepreneurship Development Course of 2 Credit..</i>				
SEMESTER-II				
PSY-421	Educational Psychology	4	80+20	100
PSY-422	Advanced Social Psychology	4	80+20	100
PSY-423	Psychology of Aggression and Violence	4	80+20	100
PSY-424	Research Methodology	4	80+20	100
PSY-425	Seminar & Practical	2+2	50+50	100
AC PSY-02	IDC or Open Elective (Basic Psychological Processes-A)	3		
<i>2. In addition to this student (s) has to take one inter-departmental course of 3 Credits offered by the other department.</i>				
<i>3. Also the student has to opt for one MOOCs Course of 3 Credit.</i>				
SEMESTER-III				
PSY-511	Psychopathology	4	80+20	100
PSY-512	Clinical Psychology	4	80+20	100
PSY-513	Positive Psychology	4	80+20	100
PSY-514	Counseling Psychology	4	80+20	100
PSY-515	Seminar & Practical	2+2	50+50	100
AC PSY-03	EVS & DM	2		
<i>1. In addition to this student (s) has to take either Environmental Studies or Disaster Management of 2 Credits.</i>				
SEMESTER-IV				
PSY-521	Industrial Psychology & Organizational Behaviour	4	80+20	100
PSY-522	Health Psychology	4	80+20	100
PSY-523	Environmental Psychology	4	80+20	100
PSY-524	Human Resource Management	4	80+20	100
PSY-525	Dissertation/ Research Project	4	80+20	100
	Yuva Sanskar/Yoga/ NCC/ NSS			
<i>In addition to this student (s) has to take Yuva Sanskar/Yoga/ NCC/ NSS of Non-Credit Course.</i>				

FIRST SEMESTER

PAPER-PSY-411

BASIC PSYCHOLOGICAL PROCESS-A

Unit-I: Introduction

- What psychology. Aims and goals of psychology, methods of psychology
- System and early schools of Psychology- Structuralism (Titchner) and Functionalism (Willam James), Behaviourism (Watson), Gestalt (Wertheimer, Koffka and Kohler)

Unit-II : Attention

- Definition and issues of attention, processing capacity and selective attention, auditory signals, theories of attention.

Unit-III: Perception

- Perception, perceptual span, iconic storage, echoic storage, visual pattern recognition-Gestalt theory, bottom-up versus top-down processing, template matching, signal detection theory.

Unit-IV : Memory

- Structure and processes, Short Term Memory, Long Term Memory
- Neurocognition, retrieval of information from STM & LTM
- Autographical memories, models memory-Waugh and Norman, Atkinson and Shiffrin Information Processing, levels of processing (Craik)

References Books

1. Michale W. Passer & Ronald E. Smith, Psychology (2014). 4th edition. Mc Graw Hill Education.
2. David G. Myer & Nathan Dewall, Psychology, 11th edition, 2016, WORTH Publisher.
3. Philip G. Zimbardo & Ann L. Weber, Psychology, 7th ed, 2016. (Pearson, 2012) BBS.
4. Galoti, Kathleen M (2007), Cognitive Psychology: In and out of the Laboratory. (3rd Edition), Wadsworth Cengage Learning.
5. Stenberg, Robert J (2008). Cognitive Psychology , Cengage Learning
6. Matlin ,Margaret W (2008) , Cognition, London, Wiley.

PAPER-PSY-412
BASIC PSYCHOLOGICAL PROCESS-B

Unit-I: Emotion and Motivation

- Emotion- Nature and definition of Emotion. Brief description of Canon-Bard, James-Lange and Schachter-Singer theories of emotion
- Motivation- Meaning and definition of Motivation. Need, drive, and incentives. Theories of motivation- Drive theory, Arousal theory, Expectancy theory, Maslow's need hierarchy theory.

Unit-II: Learning

- Meaning and definition of learning
- Classical conditioning- basic principles, the neural basis of learning
- Operant conditioning – basic principles, schedules of reinforcement
- Observational Learning

Unit-III: Intelligence

- Nature and theories of intelligence
- Measurement of intelligence, the cognitive and neural basis of intelligence.
- Heredity, environment and intelligence

Unit-IV: Personality

- Define Personality, Psychoanalytic, Neo-Freudian, Behaviouristic, Humanistic,
- Assessment of personality- Psychometric , Projective Technique Test
- Indian Theory of Personality

References Books

1. Michale W. Passer & Ronald E. Smith, Psychology (2014). 4th edition. Mc Graw Hill Education.
2. David G. Myer & Nathan Dewall, Psychology, 11th edition, 2016, WORTH Publisher.
3. Philip G. Zimbardo & Ann L. Weber, Psychology, 7th ed, 2016. (Pearson, 2012) BBS.
4. Feist, J. & Feist, J.G. (2013), theories of personality , McGraw Hill Education
5. Galoti, Kathleen M (2007), Cognitive Psychology: In and out of the Laboratory. (3rd Edition), Wadsworth Cengage Learning.
6. Stenberg, Robert J (2008). Cognitive Psychology , Cengage Learning
7. Matlin ,Margaret W (2008) , Cognition, London, Wiley.

PAPER-PSY-413
LIFE-SPAN DEVELOPMENT

Unit-I : Understanding Life-span Human Development

- Defining development, conceptualization the life span development
- Nature-nurture issue- Studying genetic and environmental influences, gene and environment interaction.
- Development research design: Cross-sectional, longitudinal and sequential.

Unit-II : Development during Childhood Years

- Cognitive development, social development, emotional development
- Theories of development- Contribution of Piaget, Vygotsky and Kohlberg.

Unit-III: Adolescence & Adulthood

- Physical, cognitive, social and emotional development during adolescence
- Adolescence at risk, physical ,cognitive, social changes in adulthood, crisis of adult life.

Unit-IV: Old Age, Death and Dying

- An overview of Developmental changes during Old age
- Theories of Aging , Kulber-Ross's Stages of Dying
- The experience of Bereavement . Bereavement and Human Development

Reference Books

1. Papalia, D.(2009), Human Development (11th edition), New York, McGraw-Hill.
2. Sigelman, C.K.& Rider, E. (2008), Life Span Human Development (6th edition), UK, Wadsworth Publishing Company.
3. Sigelman, C.K. (2006) Human Development (7th edition), UK, Wadsworth Publishing Company.

PAPER-PSY-414
PSYCHOLOGICAL STATISTICS

Unit-I Measurement of Central tendency :-characteristics of Mean, Median, Mode.(2)Measures of Variability –Concept of Variability ,Computation of Semi Quartile, Range, Standard Deviation &Variance.

Unit-II

- Concept Of NPC ,Characteristics Application of NPC ,Deviation from NPC Skewnes & Kurtosis.
- Concept of Correlation –Product Moment Correlation, Rank Order Correlation ,Regression Analysis.

Unit-III: Hypothesis Testing

- Level of Significance, Type I &Type II Error, Computation of ‘t’ test for dependent and Independent Sample .
- One way and two way ANOVA:

Unit-IV: Non Parametric

- Chi-square test, Mann Whitney, ‘U’ Test
- Kruskal Wallis ‘H’ Test, Friedman two way ANOVA.

Reference Books:

1. Minium, E.W. (1978). Statistics in Psychology and Education (2nd Edition), New York, Wiley.
2. Aron, A., Aron, E.N., & Coups, E.J. (2007). Statistics for Psychology. (4th Ed.) India: Pearson Education, Prentice Hall.
3. King, B.M. & Minium, E.W, (2007). Statistical Reasoning in the behavioral Sciences USA: John Wiley & Sons.
4. Mohanty, Banamali & Misra,Santa (2016), Statistics for Behavioural and Social Sciences,(1st.Ed.) India:SAGE publication Pvt. Ltd.

PAPER-PSY-415
PRACTICAL (50 Marks)
SEMINAR-(50 Marks)

1. Doing two things at a time.
2. Personality Type.

AC-01
ENTREPRENEURSHIP DEVELOPMENT

SECOND SEMESTER
PAPER-PSY-421
EDUCATIONAL PSYCHOLOGY

Unit-I: Educational Psychology

- Meaning and definition of Educational Psychology and role of Educational Psychology .
- Concept, learning, strategies for teaching concepts, teaching concept through discovery, teaching concept through exposition.
- Problem solving: General and domain specific problems, stages of problem solving, barriers, effective problem solving.

Unit-II: Motivation in Learning

- Definition, intrinsic and extrinsic motivation, approaches to motivation, socio-cultural conceptions of motivation, strategies to encourage motivation.
- Creating Learning Environments-Goals of Classroom management, creating and maintaining a positive learning environment.

Unit-III: Teaching for Academic Learning

- Teacher directed instruction-characteristics effective teachers, explanation and direct instruction, seatwork and homework, questioning and recitation, group discussion.
- Student centered teaching- Effective teaching in inclusive classroom.

Unit-IV: Teaching for Self-regulation and creativity:

- Self-regulation – Factors influencing self regulation, self regulation process and teaching students to be self-regulated learners.
- Creativity- Definition, source of creativity, assessment of creativity, creativity in the classroom. “The big-C creativity”

Reference Books

1. Woolfolk, A . (2004) Educational Psychology. (9th Edition). Boston. Pearson.
2. Gage, N.L. & Berliner, D.C. (2009) Educational Psychology (5th edition). Boston. Houghton Mifflin.
3. Slavin, Robert E. (2012). Educational Psychology Theory and Practice. Delhi , Pearson.
4. Agrawal,J.C.(2009).Essentials of Educational Psychology(2nd Edn.) vikas Publishing House ,New Delhi.
5. Mangal,S.K.(2013).Advanced Educational Psychology (2nd Edn.)PHI Learning Pvt.Ltd.New Delhi.
6. Chauhan S.S.(2010)Advanced Educational Psychology,Vikas Publishing.

PAPER-PSY-422
ADVANCED SOCIAL PSYCHOLOGY

Unit-I : Introduction

- Definition, nature, goal, scope of Social Psychology
- Methods of Social Psychology (Observation, Questionnaire, Interview, Experiment).
- Importance of Social Psychology in today's context

Unit-II : Attitude, Prejudice & Stereotypes

- Attitude- Nature, characteristics & function. Attitude formation and change. Measurement of attitude.
- Prejudice & Stereotypes- Nature, Components of Prejudice. Acquisition and reduction of Prejudice.

Unit-III : Social Behaviour

- Prosocial behavior, co-operation and helping, personal, situational and socio culture determinants.
- Theoretical explanation of prosocial behavior
- Process of Social influences- The concept of social influences. Areas of Social influence – Persuasion, conformity, compliance and obedience.

Unit-IV : Group & Leadership

- Group- Formation, types, group dynamics
- Leadership- Definition, function, traits, situational, interactional and contingency approaches to leadership, leadership effectiveness, the Charismatic leadership

Reference books

1. Baron, R.A.& Branscombe, N.R. (2017). Social Psychology, Delhi: Pearson Education Asia.
2. Myers, D.G. (2006), Social Psychology, New Delhi: Tata Mcgraw Hill.
3. Worcel, S., Cooper, J., Goethals , G.R. & Olson, J.M. (2000). Social Psychology, CA Wadsworth.
4. Baron, R.A. & Byrne (2000). Social Psychology. Delhi: Pearson Education Asia.
5. Deb, S. (2006). Contemporary Social Problems in India. New Delhi, Anmol Pub

PAPER-GSPSY-423

PSYCHOLOGY OF AGGRESSION, VIOLENCE AND CRIME

Unit-I: Aggression

- Meaning, definition, and concept of Aggression
- Characteristics of Aggression
- Types of Aggression, Sources of Aggression
- Prevention, control, and Management of Aggression.

Unit-II: Violence

- Concept, meaning, definition of Violence
- Types of Violence
- Theoretical Explanation of Violence
- Prevention and Control of Violence

Unit-III: Crime

- Concept, meaning and definition of Crime
- Theoretical explanation of crime and criminal behavior
- Prevention and control of crime

Unit-IV: Juvenile Delinquency

- Concept, meaning, definition and characteristics of Juvenile Delinquency
- Types of Juvenile Delinquency
- Factors and method of treating delinquents
- Prevention and controls of delinquents.

Reference Books

1. Crime Violence & Aggression – G.B. Mohanty
2. Criminology – Ram Ahuja

PAPER-GSPSY-424
RESEARCH METHODOLOGY

Unit- I: Foundation of Research:

Meaning, Scientific Method, Research and Theory ,Conceptual and Theoretical Models; Objectives; Ethics & Limitation of psychological Research ,Reliability and Validity in Research.

Unit II: Types of Research:

Classification of Research –Qualitative Research and Quantitative Research ,Pure and applied research ,Exploratory and formulative ,Descriptive Research, Diagnostic Study, Evaluation study, Action Research ,Experimental Research ,Analytical Study or Statistical Method, Historical Research ,Surveys, Case Study , Field Study.

Unit III: Planning of Research:

Planning Process, Selection of Problem for Research, Formulation of the selected problem ,Review of Literature-Literature search Procedures ,sources of Literature ,Planning the Review work ,Note taking ; Hypothesis, Concepts, Measurement, Research design or Plan. Report writing: introduction, objectives, writing style, format, abstract, review of literature ,methodology, result, analysis and conclusion.

Unit IV: Sampling and Tools of Research:

Sample ,Sampling techniques, Sample design and Choice of Sampling Techniques, Sample Size, Research Tools, Types Of Research Tools, Psychological Test and Inventories, Qualities of good test ,Types of Tools, Construction of Schedules and Questionnaires, Measurement Scales.

Reference Books

1. Neuman, W. Lawrence (2015), social research method, 7th edition, Pearson
2. Heiman, W. Gary (2001) Research Methods in Psychology, Wadsworth Publishing.
3. Dyre, C. (2012) Research in Psychology, Wiley
4. Gregory, J. Robert (2006), Psychological Testing, 4th edition, Pearson
5. Kerlinger, Fred N (2009) Foundation of Behavioural Research ,Delhi ,Surjeet Publication,
6. Best & Khan
7. A.K. Singh

PAPER-PSY-425
PRACTICAL (50 Marks)
SEMINAR (50 Marks)

1. Group Affiliation.
2. Motivational Factors.

AC-02
IDC OR OPEN ELECTIVE (Basic Psychological Process)

THIRD SEMESTER
PAPER-PSY-511
PSYCHOPATHOLOGY

Unit-I

Concept of Abnormality, Perspectives of Abnormal Behaviour, Classification of Maladaptive Behaviour Pattern (DSM-5)

Unit II

Assessment Technique: Case Study, Rating Scale, Projective Technique. Interview technique

Unit III: Anxiety and Mood Disorder

- Symptoms, causes and treatment of GAD, Phobic Disorder, OCD,PTSD.
- Depressive Disorder – Symptoms, causes and treatment.

Unit-III: Thought Disorder

Characteristics, types, symptoms, causes and treatment of Schizophrenia.

Unit-IV: Personality Disorder

Clinical features of Personality disorder, cluster A,B,C of Personality disorder, treatment and outcomes of Personality Disorder

Reference Books

1. Buthcer, Hooley and Mineka, (2014). Abnormal Psychology, 16th edition, pearson.
2. Bootzin, R.R., Acocella, J.R. and Alloy, L.B. (1993). Abnormal Psychology- Current perspectives, 6th edition, New York: Mc-Grans-Hill, Inc.
3. Abnormal Psychology, 2014 (12th edition) Kring. Ann. M, Davison & Neale. John, Wiley publication

PAPER-PSY-512
CLINICAL PSYCHOLOGY

Unit-I: Mental Retardation

- Definition, levels of mental Retardation, Organic & Environmental factors in Mental Retardation
- Autism Spectrum Disorder, its symptoms & Perspectives

Unit-II: Sexual Dysfunctions and Habit Disorders

Forms of Sexual Dysfunctions and theoretical perspectives on Sexual Dysfunctions and Sexual deviations. Disorders of Childhood, ADHD.

Unit-III

Eating Disorder, symptoms, physical consequences, and prognosis for all Eating Disorder. Late-Life and Neurocognitive Disorders, Etiology and treatment of Specific Neurocognitive Disorders.

Unit-IV

Therapy: Psychotherapeutic Service, Therapeutic Relationship, Measuring Success in Psychotherapy, Psychosocial Approaches to treatment Legal and Ethical issues about mental Disorder, Behaviour Therapy, Cognitive Therapy and Cognitive-Behavioural Therapy, Humanistic Existential Therapy, Psychodynamic Therapy.

Reference Books

1. Buthcer, Hooley and Mineka, (2014). Abnormal Psychology, 16th edition, pearson.
2. Bootzin, R.R., Acocella, J.R. and Alloy, L.B. (1993). Abnormal Psychology- Current perspectives, 6th edition, New York: Mc-Grans-Hill, Inc.
3. Abnormal Psychology, 2014 (12th edition) Kring. Ann. M, Davison & Neale. John, Wiley publicatio

PAPER-PSY-513
POSITIVE PSYCHOLOGY

Unit-I

Define Positive Psychology, goals, assumptions and definitions of Positive Psychology. Different from Traditional Psychology.

Unit-II: The Meaning and Measure of Happiness:

Psychology of well-being, happiness, two traditions-subjective well-being: the hedonic basis of happiness: self-realization, the eudaimonic basis of happiness; comparing hedonic and eudaimonic view of happiness. Happiness and the facts of Life: Happiness across the life span; gender and happiness; marriage and happiness; other facts of life.

Unit-III

Positive Emotions and Well-being: Positive emotions, positive emotions and health resources, positive emotion and well-being, cultivating positive emotions, positive traits of personality, emotions and biology, positive beliefs.

Unit-IV

Personal Goals as Windows to Well-being :The search for universal human motives, the personalization of goals in self-concept, goals contribute to well-being, Materialism and its discontents, Self-regulation and Self –control, the value of self-control, Personal goals and self –regulation , goals that create self –regulation problems, everyday explanations for self-control failure; goal disengagement.

Reference Books

1. Steve, B.R. & Marie, C.K. (2009), Positive Psychology, Dorling Kindersley: India.
2. Boniwell, I. (2006), Positive Psychology in a Nutshell, PWBC (Personal Well-being).
3. Snyder. R.S. (2007), Positive Psychology: The Scientific & Practical exploration of human strength. New Delhi: Sage Publication.

PAPER-PSY-514 (SPECIAL PAPER)
CONSELLING PSYCHOLOGY

Unit-I : Basics of Counseling

- Meaning, scope and purpose of counseling with special reference to India; The counseling process, counseling relationship, counseling interview.
- Characteristics of a good counselor, Ethics and values in counseling; Education and training of the counselor

Unit-II: Theories and Techniques of Counseling

- Psychodynamic approach-Freud and Neo Freudians; Humanistic approach- Existential and Client centered
- Cognitive approach- Rational-emotive and transaction analysis; Behavioral approach Behavior modification; Indian contribution- yoga and meditation

Unit-III: Counseling Programs

- Working in a counseling relationship, transference and counter transference, termination of counseling relationship, Factors influencing counseling
- Student counseling, Emphases, roles and activities of the school, and college counselor.

Unit-IV: Counseling application

- Family and Marriage Counseling, Family life and family cycle, Models and methods of family counseling
- Alcohol and drug abuse counseling; Counseling the persons with Suicidal tendencies, and Victims of Harassment and Violence

Reference Books:

1. Gladding, S.T. (2009). Counseling: A comprehensive profession (6th Ed.). New Delhi: Pearson India
2. Mishra, H.C.&Varadwaj, K. (2009). Counseling Psychology: Theories, Issues and Applications, DivyaPrakashani, Samantarapur, Bhubaneswar, Odisha
3. Burnard Philip. (1995). Counseling Skills Training – A sourcebook of Activities. NewDelhi: Viva Books Private Limited.
4. Gibson, R.L& Mitchell M.H. (2003). Introduction to counseling and Guidance. 6thedn. Delhi: Pearson Education
5. Mohanty, N., Varadwaj, K.& Mishra, H.C. (2014). Explorations of Human Nature and Strength: Practicals in Psychology, DivyaPrakashani, Samantarapur, Bhubaneswar.

PAPER-PSY-515

PRACTICAL (50Marks)

SEMINAR (50 Marks)

1. Assessment of Anxiety
2. Psychology of Happiness.

AC-PSY-02

ENVIRONMENTAL STUDIES & DM

FOURTH SEMESTER

PAPER-PSY-521

INDUSTRIAL PSYCHOLOGY & ORGANIZATIONAL BEHAVIOUR

Unit-I : Understanding Ob & Industrial Psychology

- Meaning and definition, Scope and goal of Industrial Psychology and Organizational Behaviour.
- Foundation of Organizational Behavior
- Models of OB
- Scientific Management

Unit-II: Organizational System

- Structure and function of Organization
- Common Organization design, management roles, function & skills

Unit-III: Leadership

- Meaning, definition, characteristics
- Organization leadership & function
- Decision making process in Organization.

Unit-IV: Communication

- Meaning & definition, nature, elements
- Process of communication, purpose & importance of communication
- Obstacles/ Barriers to communication, essential requirements of an effective communication system

Reference Books:

1. Robbins, S.P. (2007). Organizational Behavior (6th Edition). Australia, Pearson/Prentice Hall.
2. Luthans, F. (2002). Organizational Behavior (9th Edition). USA, Tata McGraw Hill.
3. Aswathappa, K. (2007) Organizational Behavior (5th Edition). Mumbai, Himalaya Publishing House.

PAPER-PSY-522
HEALTH PSYCHOLOGY

Unit-I

- Introduction to Health Psychology, concept of Health Psychology
- Models of health with special reference to bio-psycho-social model of health

Unit-II: Health behavior and belief

- Factors predicting health behavior and beliefs, health awareness and health seeking behavior,
- Doctor-patient communication and compliance.

Unit-III : Stress, illness and coping

- Expecting stress, bio-psychological aspects of stress
- Sources and measurement of stress
- Stress & health, coping with stress, coping interventions

Chronic illness: Causes and consequences, management of health problems like obesity and chronic illness like cancer, cardiac, problems and diabetes.

Unit-IV : Health assessments and promotion

- Quality of life scales, health indices checklist
- lifestyle evaluation and coping scales, health promotion strategies
- Psychological intervention, lifestyle modification techniques
- Utility of relaxation and bio-feedback methods.

Reference Books

1. Sarafino, E.P. & Smith, T.W. (2014), Health Psychology: 7th Edition, Wiley.
2. Dimmattes, M.R. & Martin, L.R. (2007), Health Psychology , Pearson.
3. Taylor, S.E. (2015), Health Psychology, 7th edition , McGraw Hill.

PAPER-PSY-523
ENVIRONMENTAL PSYCHOLOGY

Unit -I: Environment and Behavior

- Earth as a living system: The Gaia hypothesis, Deep ecology; Man-environment relationship physical, social, cultural, orientation and product.
- Effects of Environment on behavior: Noise pollution, Air pollution, Crowding and Population explosion.

Unit- II: Ecology and Development

- Human behavior and Environmental Problems: Global warming, Greenhouse effect, Energy depletion; Pro-environmental behaviors.
- Ecosystem and their components; Sustainable development; Resource use: Common property resources. Ecology: Acculturation and psychological adaptation

Unit –III: Psychological Approaches to environment

- Field theory approach; Eco-cultural Psychology (Berry); Biosocial Psychology (Dawson);
- Ecological Psychology (Barker); Ecological system approach (Bronfenbrenner)

Unit - IV: Environmental Assessment

- Socio-psychological dimensions of environmental impact; Environmental deprivation-nature and consequences.
- Creating environmental awareness; Social movements- Chipko, Tehri, Narmada.

Reference Books:

1. Dreze, J. and Sen, A. (1992). Indian Development. Delhi: Oxford University Press.
2. Gadgil, M. and Guha. R. (1995). Ecology and Equity. New Delhi, Penguin Books
3. Mohanty, B. and Misra, S. (2017). A text book on Environmental Psychology. Krupajala• Books, Bhubaneswar, Odisha
4. Mohanty, N., Varadwaj, K.& Mishra, H.C. (2014). Explorations of Human Nature and Strength: Practicals in Psychology, DivyaPrakashani, Samantarapur, Bhubaneswar.:
5. Goldsmith, E. (1991). The way: The ecological World View. Boston: Shambhala

PAPER-PSY-524 (SPECIAL PAPER)
HUMAN RESOURCE MANAGEMENT

Unit -I : Human Resource Management

- Meaning and definition, scope of HRM
- Difference between HRM and HRD
- Functions of HRM, Strategic of HRM, HRM Model

Unit -II : Recruitment and Placement

- Meaning of Recruitment, Process of Requirement, Source of Requirement
- Job Design and Job Analysis
- Selection and testing of employees
- Principles of Placement

Unit -III : Performance Appraisal

- Meaning and definition, Objectives of Performance appraisal, Performance Appraisal & Competitive advantage, Challenges of Performance Appraisal.
- Training and Development- Its nature. Inputs in training and Development, training process, management development.

Unit -IV : Management Employees

- Managing work motivation : Motivating through Job Design, Managing Motivation.
- Relationship, Importance of ethics, Justice.
- Qualities of HR Manager, Health safety of employees.

Reference Books

1. Human Resource Management- 4th edition, K. Aswathapa, The McGraw Hill Publication.
2. Human Resource Management, 2005, Gray Desster, Prentice Hall of India.
3. Effective Human Resource Training and Development stragy, 2007, B.R. Reddy Himalaya Publishing House.
4. Understanding Organizational Behaviour, 4th edition, Sushama Khanna.

PAPER-PSY-525
DISSERTATION/ RESEARCH PROJECT

Project / Dissertation work of 4th Semester will be assigned to the students (jointly or individually) at the end of the 3rd Semester and will be completed in the 4th Semester. The distribution of the Marks will be given below.

Semester wise work and distribution of marks in % for Project/Dissertation			
3 rd Semester (20%) Evaluation of interim Report of the Project/Dissertation work			
Back ground of the problem (5%)	Review of Related Literature (5%)	Objectives (5%)	Methodology (5%)
4 th Semester (80%) Evaluation of Final Report of the Project/Dissertation			
Project/Dissertation (50%)		Viva (30%)	

YUVA SASKAR: YOGA/NCC/NSS

NOTE :

This seminar carries 50 marks out of which 30 marks are allotted to the write up and 20 marks for its oral presentation. Within each modality the students are to be evaluated with respect to the relevance of the topic chosen, content coverage, organization of information and originality in the style of writing and presentation of the paper.

The practical paper carries 50 marks .This paper in the term end examination will carry 50 marks, will be of 3 hours duration and will be conducted in one sitting. Students are required to conduct at least four practicals which will follow from the theory papers as mentioned in the syllabus and classroom teaching and discussions. The following are some of the suggested practical.