


Indapur Taluka Shikshan Prasark Mandals
Arts, Science & Commerce College Indapur, Pune-413106

T.Y. B.A. Teaching Plan 2019 -20

Department of Psychology

Teacher Name	Course / Class	Subject Name	Subject Code	TERM- I
More.V.M	TYBA	Industrial Psychology (G3)	3224	V
Unit Name	Topic Name	Topic Description	No of Lect	Weightage
TOPIC 1: INDUSTRIAL AND ORGANIZATIONAL (I/O) PSYCHOLOGY- NATURE AND SCOPE	1.1: I/O Psychology	Meaning, subject matter and functions of Industrial Psychology	12	10
	1.2: history	The history of I/O		
	1.3:present	I/O Psychology in the		
	1.4: Future	Future of I/O Psychology		
	1.5: Application	Industry- Academia		
TOPIC 2: PERSONNEL SELECTION AND TRAINING	2.1 Job Profile, job analysis and Recruitment	Job Profile, job analysis and Recruitment techniques	12	10
	2.2 Interviews, psychological testing and Needs assessment for	Interviews, psychological testing and Needs assessment for training		
	2.3 Psychological Principles in training and training for knowledge and skill	Psychological Principles in training and training for knowledge and skill		
	2.4 Evaluation of Training Programme	Evaluation of Training Programme		

	2.5: Application	Bio data, Resume, CV and the importance of reference checks		
TOPIC 3: EVALUATING JOB PERFORMANCE	3.1 Uses of performance evaluation:	Downsizing, promotion, seniority	12	10
	3.2 Sources of evaluation	The evaluator and performance appraisal		
	3.3: Appraisal rating systems	Graphic rating scales and rating errors		
	3.4: Non-rating evaluation methods	Checklists and comparison methods		
	3.5: Application	360 degree evaluation		
TOPIC 4: MOTIVATION AT THE WORKPLACE	4.1: Concept of work motivation	Concept of work motivation	12	10
	4.2: Need theories	McClelland, Herzberg		
	4.3: Cognitive theories	Goal Setting Theory, Self Efficacy Theory		
	4.4: Motivation	Self discipline – seven step process		
	4.5: Application	Using motivation theory at work		
		Total	48	40


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Teacher Name	Course / Class	Subject Name	Subject Code	TERM II
More.V.M	TYBA	Industrial Psychology (G3)	3224	VI
Unit Name	Topic Name	Topic Description	No of Lect	Weightage
TOPIC 5: JOB SATISFACTION	5.1: Job satisfaction as a job attitude	Job satisfaction as a job attitude	12	10
	5.2: Components of job satisfaction	Satisfaction with work, with pay and with Supervision		
	5.3: Measuring job satisfaction	Job Descriptive Index, Minnesota Satisfaction		
	5.4: Theories of job satisfaction	Motivator-Hygiene Theory, Dispositional approach		
	5.5: Application	Relationship of job satisfaction to productivity and withdrawal behavior.		
TOPIC 6: LEADERSHIP	6.1: Leadership	Meaning, nature and styles	12	10
	6.2: Approaches to leadership	Human Relations, Theory X & Theory Y		
	6.3: Fiedler's Contingency Model	Fiedler's Contingency Model		
	6.4: Specific leader skills	a. Leadership through power b. Leadership through vision: Transactional and Transformational c. Leadership through persuasion		

	6.5: Application	challenges like merger, takeover, diversification		
TOPIC 7: ENGINEERING PSYCHOLOGY	7.1: History and scope of engineering psychology	History and scope of engineering psychology	12	10
	7.2: Time and Motion Study	Time and Motion Study		
	7.3: Person-Machine System	Person-Machine System		
	7.4: Work space design	Work space design		
	7.5: Application	advances in the field		
TOPIC 8: IMPORTANCE OF OB AND OD	8.1: Meaning and nature of OB	Meaning and nature of OB	12	10
	8.2: Trends and challenges	Trends and challenges to OB-globalization, diversity, ethics		
	8.3: Meaning and nature of OD	Meaning and nature of OD		
	8.4: Systems theory of OD	Systems theory of OD		
	8.5: Application	Organizational change		
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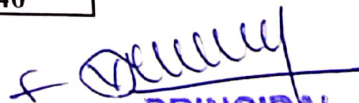
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Teacher Name	Course / Class	Subject Name	Subject Code	TERM I
Shinde Shrinivas Machindra	TYBA	S3: SCIENTIFIC RESEARCH AND EXPERIMENTAL PSYCHOLOGY	3225	V
Unit Name	Topic Name	Topic Description	No of Lect	Weightage
TOPIC 1: SCIENTIFIC RESEARCH	1.1 Developing ideas for research	Cultural context, personal experience, literature, internet	12	10
	1.2 Characteristics of the scientific method	Characteristics of the scientific method		
	1.3 Goals of research	Goals of research		
	1.4 Types of scientific research	Pure vs. applied., descriptive vs. analytical, quantitative vs. qualitative, conceptual vs. empirical		
	1.5 Research approaches	Experimental, inferential, and simulation		
TOPIC 2: VARIABLES, CONSTRUCTS, RESEARCH PROBLEM AND	2.1 Variables	Meaning, types	12	10
	2.2 Construct vs. concept	Construct vs. concept		
	2.3 Operational and constitutive definition of variables	Operational and constitutive definition of variables		

HYPOTHESIS	2.4 Research Problem	Sources, types, and criteria of a good problem		
	2.5 Hypothesis	Meaning, types, and criteria		
TOPIC 3: SAMPLING AND DATA COLLECTION	3.1 Sampling Meaning and Basic concepts	Sampling Meaning and Basic concepts	12	10
	3.2 Types of probability sampling	Types of probability sampling		
	3.3 Types of non-probability sampling	Types of non-probability sampling		
	3.4 Methods of Data Collection-I	(1) Observation: Natural, Systematic, Controlled; (2) Laboratory experiments, (3) field experiments and (4) field studies		
	3.5 Methods of Data Collection: II:	(1) Questionnaire (2) interview, (3) Survey and (4) Case study.		
TOPIC 4: INTRODUCTION TO PSYCHOLOGICAL TESTING	4.1 Definition, Types, Characteristics and Uses of Psychological Tests	Definition, Types, Characteristics and Uses of Psychological Tests	12	10
	4.2 Reliability	Definition and types		
	4.3 Validity	Definition and types		
	4.4 Norms	Definition and types		
	4.5 Social and ethical issues in psychological testing	Social and ethical issues in psychological testing		
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Unit Name	Topic Name	Topic Description	No of Lect	Weightage
TOPIC 5: PSYCHOPHYSICS	5.1 Basic concepts in Ps	Sensitivity, Threshold, Point of	12	10
	5.2 Method of Limits	Computation of RL and DL		
	5.3 Method of Constant Stimuli	Computation of RL and DL		
	5.4 Method of Average Error	Computation of PSE & CE		
	5.5 Modern Psychophysics	Signal Detection Theory		
TOPIC 6: PERCEPTUAL PROCESSES	6.1 Attention: Nature & Kinds	a) Nature: Definition. b) Kinds of Attention: Divided, Selective and Sustain Attention.	12	10
	6.2 Theories of Attention	Bottleneck Theory, Automatic Vs Controlled Processing, and Feature Integration Theory.		
	6.3 Perception	Nature, characteristics and processes involved		

	6.4 Visual space perception	Monocular and Binocular cues		
	6.5 Perceptual Illusion (Errors)	Perceptual Illusion (Errors)		
TOPIC 7: LEARNING AND MEMORY	7.1 Learning	Meaning & Types	12	10
	7.1 Transfer of Training & Types	Transfer of Training & Types		
	7.2 Memory : Meaning and Models	a) The Atkinson and Shiffrin Model b) Tulving's Model: Episodic, Semantic and Procedural c) The levels of Processing Approach d) The Parallel Distributed Processing Approach		
	7.4 Methods of Acquisition	Methods of Acquisition		
	7.5 Methods of Retention	Methods of Retention		
TOPIC 8: THINKING AND PROBLEM SOLVING	8.1 Thinking	Nature, definition and kinds	12	10
	8.2 Theories of thinking	Central Theory and Peripheral-Central Theory		
		Nature of problem, Types of problems, Understanding the problem, Approaches in problem solving, Factors influencing Problem Solving		
	8.3 Problem Solving			
	8.4 Reasoning	Formal logic and Limitations		
	8.5 Decision Making	Stages and heuristics		
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