



GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3151507

Semester –V

Subject Name: Industrial Psychology

Type of course:

Prerequisite: Nil

Rationale:

Industrial Psychology has bright prospects in the contemporary world which is characterized by competition and stress and the mad race for existence. Therefore the need for psychological help in various walks of life, from the qualified and professionally trained psychologists, Educators and counsellors, is increasing as never before. Minimization of Stress at Work place, behaviour and attitude is much more important in Industry for Individual growth as well as for society. This course covered Industrial Psychology with performance management and some advance statistical techniques.

Teaching and Examination Scheme:

Teaching Scheme			Credits C	Examination Marks				Total Marks
L	T	P		Theory Marks		Practical Marks		
				ESE (E)	PA (M)	ESE (V)	PA (I)	
3	0	0	3	70	30	0	0	100

Content:

Sr. No.	Content	Total Hrs
1	Introduction to Industrial Psychology: Introduction to Industrial Psychology: Nature and Meaning of Industrial Psychology, Definitions & Scope, Scientific Management, Human Relations and Hawthorne Experiments, Organizational Attitude.	08
2	Individual in Workplace: Motivation and Job Satisfaction: Motivation & work behaviour. (Theory X and Y, McClelland’s, Need Theory, Herzberg’s Two Factor Theory, Cultural Differences in Motivation. Stress Management: Understanding stress, Human Stress response. Organisational Culture: Functions of organizational culture, Organizational Socialization, Assessing Cultural Values and Fit, Cross Cultural issue. Leadership and Group Dynamics: Leadership vs Management, Leadership Theories, Emerging issues in Leadership, Traits and style of leadership. Groups & work teams, Group Behaviour, Group formation & development.	12
3	Work Environment and Engineering Psychology: Work Environment and Engineering Psychology, Fatigue, Boredom, Accidents and Safety, Job Analysis, Recruitment and Selection: Reliability and Validity of Recruitment Tests,	06
4	Performance Management: Training and Development: Performance Management, Training and Development, Personality: Definition, Nature, Approaches - psychoanalytic - Neo - Freudian - Jung, Adler, Sullivan, Karen Horney, Humanistic Approaches, Trait Approaches, Behavioural	10



GUJARAT TECHNOLOGICAL UNIVERSITY

Bachelor of Engineering

Subject Code: 3151507

	Approaches, Social - Learning Approaches, Assessment of Personality.	
5	Statistical Methods for Psychological Research: Introduction to Psychological Research, Frequency Distributions, Percentile and Percentile Ranks, Graphical Representation of Frequency Distribution, Central Tendency, Variability, and Standard Scores, Standard Scores and the Normal Curve, Correlation, Random Sampling, and Sampling Distribution, Hypothesis Testing, Chi-Square Test	09
	Total Hours	45

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
10	30	30	20	10	--

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. Singh, Industrial psychology. McGraw Hill, 2019
2. Nelson, Quick and Khandelwal, ORGB: An innovative approach to learning and teaching Organizational Behaviour. A South Asian Perspective, Cengage Learning, 2012
3. Luthans, Fred, Organizational Behavior, McGraw Hill 2008
4. UdaiPareek, Understanding Organizational Behavior, Oxford University Press
5. Robbins, Stephen, Organizational Behavior, Prentice Hall, India

Course Outcomes: Students will be able to:

Sr. No.	CO statement	Marks % weightage
CO-1	Understand Psychology and application to Industry	20
CO-2	Demonstrate Motivation, Work Behaviour and Group Dynamics.	20
CO-3	Describe Work Environment and Industrial Psychology	20
CO-4	Demonstrate performance management.	20
CO-5	Illustrate Statistical Method for Psychological Research	20

Term Work:

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