

SEMESTER-III		CODE: MPY -E315	PAPER TITLE: PSYCHOLOGY AT WORKPLACE	
Credit	Time	Internal Assessment	End Semester Examination	Total Marks
05	03 Hours	20+10=30 Marks	70 Marks	30+70=100 Marks
LEARNING OUTCOME:				
<ol style="list-style-type: none"> 1. Explain theories of leadership 2. Acquire skills of evaluating communication at workplace 3. Learn how psychological issues leading to stress at workplace can be managed 4. Evaluate psychological factors that promote healthy behaviors at workplace 				
UNIT-I	Introduction and Employee Attitude and Behaviour	<ul style="list-style-type: none"> • Introduction and scope of organizational psychology • Employee engagement • Job satisfaction • Organizational commitment • Positive and Negative employee attitude and behaviour 		
UNIT-II	Theories of work motivation	<ul style="list-style-type: none"> • Goal-setting Theory, • Herzberg's Two-Factor Theory, • Job Characteristics Model, • Expectancy (VIE) Theory of Motivation 		
UNIT-III	Leadership	<ul style="list-style-type: none"> • Concept of leadership • Leadership styles and their effectiveness • Theories of leadership: • Fiedler's Contingency Model • The Path-Goal Theory • Charismatic Leadership Theory • Transformational Leadership Theory 		
UNIT-IV	Communication in workplace	<ul style="list-style-type: none"> • Communication process-definition and model • Non-verbal communication in work settings • Flow of communication- Downward, upward, lateral • Barriers in effective flow of communication • Communication networks • Formal and informal line of communication 		
UNIT-V	Stress at workplace	<ul style="list-style-type: none"> • Predisposition to Stress-personality, stress sensitization • Sources of Stress- Personal Stressors, Occupational Stressors, Organizational Stressors, Stressors in the Physical Work Environment • Consequences of Stress- Personal Consequences, Organizational Consequences 		
Books Recommended:				
<ol style="list-style-type: none"> 1. मुहम्मद सुलेमान आधुनिक औद्योगिक एवं संगठनात्मक मनोविज्ञान मोतीलाल बनारसीदास ISBN-13: 978-8120827189 2. S.K. Srivastava (2005). Organizational Behaviour and Management. New Delhi : Sarup and Sons Publishers. 3. L.M. Prasad (1995). Organizational Behaviour. New Delhi : Sultan Chand and Sons. 4. K.K. Ahuja (1990). Organizational Behaviour. New Delhi : Kalyani Publishers. 5. S.P. Robbins (2008). Organizational Behaviour. New Delhi : Pearson Education. 6. Ronald E. Riggio (2012) Introduction to Industrial and Organizational Psychology Pearson ISBN-13: 978-0205254996 7. Michael G. Aamodt (2012) Applying Psychology to Work CENGAGE Learning Custom Publishing; ISBN-13: 978-1111840822 				
Pattern of Theory Question Paper: The theory paper will consist of two sections. Section-A will be of 30 marks in which 10 short answer type questions will be asked and the student will have choice to answer any five questions, each question will carry 06 marks. The Section-B shall be of 40 marks and will contain 08 questions of long answer type and the student will have a choice to answer any four questions. Each question will carry 10 marks. The examiner will be required to set up a question paper covering the entire syllabus uniformly.				