



Fergusson College (Autonomous)

Pune

Learning Outcomes-Based Curriculum

for

M. A. I - Psychology

With effect from June 2019

Programme Outcome

1	Has adequate knowledge of Clinical/Industrial Psychology
2	Is grounded in professional ethics and values
3	Is able to develop and use psychological assessment tools
4	Has professional competencies in the chosen area of specialization
5	Is sensitive to the differing needs of varied cultural groups and minorities
6	Has developed critical thinking as well as communication and presentation skills
7	Is prepared for further research such as M.Phil/Ph.D. programmes

Program Structure M.A. (Psychology)

Semester	Course Code	Course Title	Course	No. of credits
I	PSY4101	Statistics and Research Methods	Core	04
	PSY4102	Psychometry Theory	Core	04
	PSY4103	Introduction to Human Resource Management	(Departmental elective)	04
	PSY4104	Foundations of Clinical Psychology	(Departmental elective)	04
	PSY4105	Psychology Practicals -I	Core	04
II	PSY4201	Advanced Statistics and Research Methods	Core	04
	PSY4202	Human Cognition and Emotion	Core	04
	PSY4203	Performance Management and Development	(Departmental elective)	04
	PSY4204	Abnormal Psychology	(Departmental elective)	04
	PSY4205	Psychology Practicals -II	Core	04
III	PSY5301	Personality	Core	04
	PSY5302	Processes in Organisation	(Departmental elective)	04
	PSY5303	Strategic Human Resource Management	(Departmental elective)	04
	PSY5304	Psychopathology	(Departmental elective)	04
	PSY5305	Psychodiagnostics	(Departmental elective)	04
	PSY5306	Project/Field Work (Industrial)	(Departmental elective)	04
	PSY5307	Project/Field Work (Clinical)	(Departmental elective)	04
IV	PSY5401	Counselling Psychology	Core	04
	PSY5402	Organisation Development	(Departmental Elective)	04
	PSY5403	Training and Industrial Relations	(Departmental Elective)	04
	PSY5404	Psychotherapies	(Departmental Elective)	04
	PSY5405	Human Interventions	(Departmental Elective)	04
	PSY5406	Practicum (Industrial)	(Departmental Elective)	04
	PSY5407	Practicum (Clinical)	(Departmental Elective)	04

PAPER CODE:PSY4101

PAPER –I: Title: STATISTICS AND RESEARCH METHODS

[Credit -4]

Unit	Contents	No. of Lectures
Unit-I	INTRODUCTION TO BEHAVIOUR SCIENCES RESEARCH 1.1 Nature and scope of research in the social sciences 1.2 Problem, variables, hypothesis(types), sampling (types), 1.3 Approaches to research (qualitative, quantitative and Mixed) 1.4 Ethics in social science research Movement	(15)
Unit-II	PRELIMINARY STATISTICS FOR SOCIAL SCIENCE RESEARCH 2.1 Employee Probability, Normal Distribution Curve: Characteristics, Applications 2.2 Descriptive statistics (Using SPSS): Measures of central tendency 2.3 Concepts in Inferential Statistics: Estimation and prediction, Standard error of mean, 2.4 Confidence interval, Type I and Type II errors; one-tailed and two tailed	(15)
Unit-III	BASIC QUANTITATIVE RESEARCH DESIGNS 3.1 Survey: Cross sectional, successive independent samples, longitudinal 3.2 Non-experimental approaches: Phenomenology, case study, field study, correlational designs, ex post facto designs, archival research 3.3 Experimental Designs: Principles (Variance-systematic, error, extraneous), internal and external validity 3.4 Quasi experimental designs	(15)
Unit-IV	STATISTICS FOR BETWEEN GROUP DESIGNS 4.1 Non-parametric tests: Man Whitney U test (Using SPSS), Kruskal Wallis Test 4.2 Students' T Test (using SPSS) 4.3 ANOVA (Using SPSS): One way 4.4. Drawing conclusions: Generalizing from the results, generalizing across subjects, handling a non-significant outcome.	(15)

BOOKS FOR READING

1. Guilford J. P. and Fruchter B. (1985). *Fundamental Statistics in Psychology and Education (6th ed)* McGraw - Hill
2. Howell D.C. (1997). *Statistical Methods for Psychology (4th Ed)*
3. Kurtz, A.K. & Mayo, S.T. (1979). *Statistical methods in education and psychology*. Narosa.
4. Levin, J. & Fox, J. A. (2006). *Elementary statistics in social research*. Delhi: Pearson Education.
5. Lomax, R. G. (1998). *Statistical concepts: A second course for education and behavioural sciences*. N.J.: Lawrence Erlbaum Asso. Inc.
6. Mangal, S. K. (2006). *Statistics in psychology and education*. N.D.: Prentice-Hall
7. Minium E.W., King B. M., Bear G. (1995). *Statistical Reasoning in Psychology and Education*
8. Sarma K.V.S. (2001) *Statistic Made Simple : Do it Yourself on PC*
9. Welkowitz, J., Emen, R. B. and Cohen, J. (1982). *Introductory statistics for the behavioural sciences (3rd ed.)*. N.Y.: Academic Press.
10. Kerlinger F.N. (1994). *Foundations of behavioral research (3rd ed)*
11. Kothari, C. R. (1985). *Research methodology: Methods and techniques*. New Delhi: Wiley Eastern Ltd.
12. Locke, L.F., Sliverman, S.J. & Spirduso, W.W. (2004). *Reading and understanding research (2nd ed)*. Thousand Oaks: Sage Publications.
13. Mason E.J. and Bramble W.J. (1989). *Understanding and conducting research: Applications in education and behavioral sciences (2nd ed)*
14. Neuman W. Lawraence (2007) *Social Research Methods*, Pearson Education.
15. Nunnally, J.C., & Bernstein, I.H. (1994). *Psychometric theory (3rd ed)*. NY: McGraw-Hill.
16. Ranjit Kumar (2006). *Research methodology: A step-by-step guide for beginners*. N.D.: Pearson Education.
17. Richards Lyn and Morcse Janice M. (2013) *README FIRST FOR A USER'S GUIDE TO Qualitativemethods, Third Edition*, Sage Publication.
18. Robinson, P.W. (1976). *Fundamentals of experimental psychology*. Prentice-Hall.
19. Rosnow, R.L. & Rosenthal, R. (1999). *Beginning behavioral research: A conceptual primer (3rd ed)*. Upper Saddle River NJ: Prentice-Hall
20. Shaughnessy J.J. and Zechmeister E.B. (1997). *Research Methods in Psychology (4th ed)*
21. Singh A.K. (2006). *5th ed. Tests, Measurement and Research Methods in Behavioural Sciences*. Patna: Bharati Bhavan.
22. Smith, R.A., & Davis, S.F. (1997). *The psychologist as detective: An introduction to conducting research in psychology*. Upper Saddle River NJ: Prentice-Hall.
23. Tabachnick B.G. and Fidell L.J. (2001). *Using Multivariable statistics (4th ed)*
24. Zechmeister J.S., Zechmeister E.B. & Shaughnessy J.J. (2001). *Essentials of research methods in psychology*

PAPER CODE: PSY4102

PAPER –I: Title: PSYCHOMETRY: THEORY

[Credit -4]

Course Learning Outcomes:

The Learner:

- Writes items and uses appropriate methods to construct a psychological test
- Is able to calculate reliability for a psychological test using SPSS
- Is able to establish the validity for a test
- Is able to develop the appropriate norms for the test
- Is able to use computer software techniques in assessment

Suggested Pedagogical Processes

- Experiential learning
- Use of SPSS to demonstrate calculation of reliability and item analysis using factor analysis

Unit	Contents	No. of Lectures
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Unit-I	NATURE AND SCOPE OF PSYCHOLOGICAL TESTING 1. Definition and characteristics of psychological tests 2. General steps in test construction 3. Item analysis 4. Using computer software to do the item analysis	(10)
Unit-II	RELIABILITY 1. Definition and types of reliability 2. The reliability coefficient 3. Factors that influence reliability 4. Using Computer software to calculate reliability	(10)
Unit-III	VALIDITY 1. Content-description validation procedures 2. Criterion-prediction procedures 3. Construct-identification procedures 4. Using Computer software to calculate the validity	(10)
Unit-IV	NORMS AND THE MEANING OF TEST SCORES 1. Levels of measurement 2. Normal curve in relation to Norms 3. Types of Norms 4. Using Computer software to convert the raw scores into comparable norm scores	(10)
Unit-V	COMPUTERIZED TESTING 1. Computerized testing 2. Computerized adaptive testing 3. Web-Based Assessment 4. Implication for the future	(8)
	RECOMMENDED BOOKS FOR READING: 1. Leslie A. Miller (2013). <i>Psychological Testing</i> . New Delhi: Sage Publication 2. Aiken, L.R. (1996) <i>Rating Scales and Checklists: Evaluating Behavior, Personality and Attitudes</i> 3. Anastasi A. (1988). <i>Psychological Testing</i> . New York: McMillan 4. Anastasi, A. & Urbina, S. (1997). <i>Psychological testing</i> . N.D.: Pearson Education. 5. Anastasi, A. (1988). <i>Psychological testing</i> . NY: Macmillan. 6. Chadha, N. K. (1996). <i>Theory and practice of psychometry</i> . N. D.: New Age International Ltd. 7. Cronbach, L. J. 5th ed. (1990). <i>Essentials of psychological testing</i> . New York: Harper Collins Publishers: 8. Ghiselli, E. E., Campbell, J. P. & Zedeck, S. (1981). <i>Measurement theory for the behavioural sciences</i> . W.H. Freeman. 9. Ghiselli, E.E. and Campbell, J.P., Zedeck, S. (1981). <i>Measurement theory for the behavioral sciences</i> . W.H. Freeman. 10. Gregory, R.J. (2005). <i>Psychological testing: History, principles and applications</i> . New Delhi: Pearson Education. 11. Kaplan, R.M. & Saccuzzo, D.P. (2007). <i>Psychological Testing: Principles, Applications, and Issues</i> . Australia: Thomson Wadsworth. 12. Kline, P. (1983). <i>Personality measurement and theory</i> . Hutchinson. 13. Murphy, K. R., Davidshofer, R. K. (1988): <i>Psychological testing: Principles and applications</i> . New Jersey: Prentice Hall Inc. 14. Nunnally, J.C. (1981). <i>Psychometric theory</i> . NY: Tata McGraw-Hill 15. Patna: Bharati Bhavan. 16. Singh, A.K. (2006). <i>Tests, Measurements and Research Methods in Behavioural Sciences</i> . 17. Desai, B. and Abhyankar, S. C. (2010). <i>Prayogik Manasashastra ani Sanshodhan Paddhati</i> . Pune: Narendra Prakashan.	

PAPER CODE:PSY4103

PAPER –I: Title: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

[Credit -4]

Course Learning Outcomes:

The Learner:

- Has reasonable knowledge about history of I/O Psychology and management thinkers
- Is aware of positive organisational behaviour and its upcoming topics
- Is able to describe concepts of manpower planning, employee selection, job analysis and competence based JD
- Is able to conduct behaviour event interview
- Is able to use competence mapping

Suggested Pedagogical Processes

- TED talks, documentaries and videos
- Case studies
- Workshops

Unit	Contents	No. of Lectures
Unit-I	ORGANISATION AND PEOPLE 1.1 Management Thinkers: Taylor, Weber, Drucker, Mayo, Ford, Maslow. 1.2 Nature of Organisations: Basic components, As an open systems, Formal and informal, Indian concepts in organisations 1.3 Organisational goals, strategy and responsibilities 1.4 People: views of work, nature of workforce in modern organisation	(15)
Unit-II	THRIVING IN THE ORGANISATION 2.1. Positive organisation Behaviour: Employee engagement, Positive work-family interface, Meaning in work, Spirituality. 2.2. Creating eustress: Dealing with negative emotions, Transactional analysis. 2.3. SWOT analysis 2.4. Career Development	(15)
Unit-III	PEOPLE RESOURCING 3.1. Strategic workforce planning and forecasting 3.2. Nature and factors determining recruitment 3.3. Methods of selection 3.4. Recruitment for higher position	(15)
Unit-IV	JOB ANALYSIS 4.1. Job Analysis : purpose, methods and uses of job analysis. 4.2. Competence based JD: Developing a competence framework 4.3. Behaviour Event Interview 4.4. Writing Key Result Areas	(15)
	References: 1. DeCenzo, D. A. & Robbins, S. P. (2008). <i>Personnel/ human resource management New Delhi:</i> 2. Prentice- Hall Pvt. Ltd. 3. Cascio, W.F. & Aguinis H. (2008). <i>Applied Psychology in human Resource Management (6th Ed.)</i> . New Delhi: Prentice-Hall India Pvt. Ltd. 4. Aamodt, M.G. (2007). <i>Industrial and organizational psychology: An applied approach</i> . US: Thomson & Wadsworth 5. Pareek, U. and Rao, T.V. (2003). <i>Designing and managing human resource systems</i> . N.D.: Oxford & IBH. 6. Miner, J.B. (1992). <i>Industrial and organizational psychology</i> . McGraw-Hill.	

7. Schultz, D. and Schultz, S.E.(2006). Psychology and work today. 8th ed. N.D.: Pearson Edu.
8. Cascio, W.F. (2006). *Managing human resources; Productivity, quality of work life profits*. N.Y.: Tata McGraw Hill.
9. Ivancevich, J.M. & Gluek, W.F. (1983). *Foundation of personnel / human resource management*. Plane Texas : U.S.A. Business Pub. Inc.
10. McCormic, E.J. & Ilgen, D. (1980). *Industrial psychology* (7th ed). London: George Allen and Unwin.
11. Mullins, L.J. (2007) 7th ed. *Management and organizational behaviour* N.D. : Pearson Edu

PAPER CODE:PSY4104

PAPER –I: Title: FOUNDATIONS OF CLINICAL PSYCHOLOGY

[Credit -4]

Course Learning Outcomes:

The Learner:

- Is familiar with the nature and scope of Clinical Psychology
- Is acquainted with the various settings in which Clinical psychologists work
- Is able to explain the various philosophical and theoretical perspectives about pathology
- Be able to identify various therapies for psychopathology
- Demonstrates knowledge about the different assessment procedures that are used in Clinical settings

Suggested Pedagogical Processes

- Use of available Clinical Tests
- Guest lectures of practitioners
- Class discussions

Unit	Contents	No. of Lectures
Unit-I	INTRODUCTION TO CLINICAL PSYCHOLOGY 1.1 Understanding Maladjustment scientifically 1.2 Clinical Psychology as a helping profession: Counseling and Psychotherapy 1.3 Training of a Clinical Psychologist 1.4 Work settings of Clinical Psychologists: Research, Teaching, Psychotherapy, Assessment, Consultation and Administration	(15)
Unit-II	PARADIGMS IN CLINICAL PSYCHOLOGY 2.1. The Biological Paradigm: Genetics, Brain research, Nervous system 2.2 Psychoanalysis: key assumptions, influences on clinical psychology 2.3. Behavioral-cognitive paradigm: key assumptions, influences on clinical psychology 2.4 Humanistic perspective: key assumptions, influences on clinical psychology	(15)
Unit-III	PSYCHOLOGICAL ASSESSMENT 3.1 Clinical Interviewing: Listening, rapport building, Case history, diagnostic interview, identifying crisis 3.2. Intellectual and educational assessment: IQ tests, aptitude tests, LD tests 3.3. Personality assessment: Self-report inventories, Projective techniques 3.4. Behavioral assessment: Behavioral interviews, direct observation, analogue, psychophysiological recording method	(15)
Unit-IV	SOCIAL, LEGAL AND ETHICAL ISSUES 4.1. Community mental health movement: historical perspective, functioning of community mental health centres 4.2. Legal issues: Civil commitment, criminal commitment 4.3 Patient's rights and clinical practice guidelines 4.4 Prevention of mental health problems: universal, selective and indicated interventions	(15)
	BOOKS FOR READING 1. Sarason, I. G. and Sarason, B. R. (2005). <i>Abnormal Psychology</i> . N.D.: Dorling Kindersley. 2. Carson, R.C., Butcher, J.N., Mineka, S., & Hooley, J.M. (2007). <i>Abnormal Psychology</i> , 13 th Edn. Pearson Education, India.	

3. Barlow, D.H. & Durand, V.M. (1999). *Abnormal psychology* (2nd ed.). Pacific Grove: Books/Cole.
4. Davison, G.C., Neal, J.M. & Kring, A.M. (2004). *Abnormal psychology*. (9th ed.). New York: Wiley.
5. Nolen-Hoeksema, S. (2004). *Abnormal Psychology* 3rd Edn. McGraw Hill: New York, USA.
6. Hersen, M., & Thomas, J.C. (2007). *Handbook of Clinical Interviewing with Adults*. California: Sage Publications Inc.
7. Taylor, S. (2006) 6th ed. *Health psychology*. ND: Tata McGraw-Hill
8. Brannon, L. & Feist, J. (2007). *Introduction to health psychology*. Singapore: Thomson Wadsworth.

PAPER CODE:PSY4105		
PAPER –I: Title: PSYCHOLOGY PRACTICALS (PSYCHOMETRY)		
[Credit -4]		
Course Learning Outcomes: The Learner:	Suggested Pedagogical Processes	
<ul style="list-style-type: none"> • Distinguishes between tests that can be used to measure psychological constructs. • Is able to administer tests to measure intelligence, personality, adjustment, attitudes and values. • Is able to administer a test in real life settings and to carry out group testing • Identifies the difference between self report inventories and projective tests. • Is able to interpret the results obtained from the tests • Is able to write a report based on test findings 	<ul style="list-style-type: none"> • In vivo administration of tests, scoring and interpretation • Discussion of test report with the subject 	
Unit	Title and Contents	No. of Lectures
Unit -I	I] GENERAL ABILITY TESTS (any two): 1. Intelligence tests: Verbal Test 2. Intelligence tests: Performance Test 3. Creativity 4. Thinking 5. Judgment and Reasoning	12
Unit -II	II] SPECIAL ABILITY TESTS (any two): 1. Multiple Aptitude Test 2. Special Aptitude Test	12
Unit –III	III] PERSONALITY TESTS (any three): 1. Self-report inventory 2. Projective test: Verbal 3. Projective test: Pictorial 4. Interest inventory 5. Adjustment inventory 6. Attitude / Values	18
Unit –IV	IV] OTHER TESTS (any three): 1. Stress / Frustration 2. Environmental Assessment 3. Development Assessment 4. Achievement Test 5. Cognitive Style 6. Self Concept 7. Neuropsychological Assessment 8. Social Skill / Behavioural Skill	18
References:		
<ol style="list-style-type: none"> 1. Anastasi, A. & Urbina, S. (2009). <i>Psychological testing</i>. N.D.: Pearson Education. 2. Chadha N.K.(2009),<i>Applied Psychometry</i>, Sage Publication Pvt Ltd. New Delhi. 3. D’Amato, M.R. (2009). <i>Experimental psychology: Methodology, psychophysics and learning</i>. 4. N.D.: Tata McGraw-Hill. 5. Desai, B. and Abhyankar, S.C. (2001). <i>PrayogikManasashastra ani</i> 		

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6. Galloti, K. M. (2004). *Cognitive psychology in and out of the laboratory*. USA: ThomsonWadsworth.
7. Jalota, S. (1962). *Experiments in psychology*. Asia Publishing House.
8. Kaplan R. M. &SaccuzzoD.P.(2005) *Psychological Testing, Principles, Applications and Issues*.Sixth Ed. Cengage Learning India, Pvt Ltd.
9. Mohsin, S. M. (1975). *Experiments in psychology*. Orient Longman.
10. Parameshwaran, E. G. & Rao, B. T. (1968). *Manual of experimental psychology*. Bombay:Lalvani Publishing House.
11. Postman, L. & Egan, J.P. (1949), reprint 2009. *Experimental psychology: An introduction*. ND:Kalyani Publication.
12. Ranjit Kumar (2014). *Research Methodology: A step by step guide for beginners*. Pearson
13. Rajamanickam, M. (2005). *Experimental Psychology: with Advanced Experiments*, Volume 1

PAPER CODE:PSY4201**PAPER –I: Title: ADVANCED STATISTICS AND RESEARCH METHODS****[Credit -4]****Course Learning Outcomes:**

The Learner:

- Is able to differentiate the need to use within group, between group and multiple group design
- Is able to use at least one qualitative method in research
- Is able to formulate a research problem, hypotheses and research design
- Is able to use advanced statistical techniques like two way ANOVA, MANOVA, Regression using SPSS
- Is able to write a report of psychological research

Suggested Pedagogical Processes

- Ethnographic case studies
- Use of research data bases and brainstorming about the research methods to be used

Unit	Contents	No. of Lectures
Unit-I	ADVANCED QUANTITATIVE RESEARCH DESIGNS 1.1. Between groups designs: Two group designs, more than two group designs 1.2. Factorial Designs 1.3. Within group designs: types 1.4. Two way and repeated measures ANOVA, (Using SPSS)	(15)
Unit-II	MULTIVARIATE STATISTICS 2.1 ANCOVA (Using SPSS) 2.2 MANOVA (Using SPSS) 2.3 Chi square, correlation (Types) (Pearson's r, partial correlation, regression, types (Using SPSS), investigating the effect of mediating and moderating variables 2.4. Factor Analysis: Exploratory, confirmatory	(15)
Unit-III	QUALITATIVE RESEARCH 3.1 Ethnographic research 3.2 Case study and single subject study research 3.3 Qualitative data analysis 3.4 Use of computer technology in qualitative data analysis	(15)
Unit-IV	WRITING RESEARCH REPORT 4.1 Purpose and structuring the research report 4.2 Review of literature 4.3 Proposal and research report writing (Thesis, journal) 4.4 References and bibliography	(15)
	References: 1. Guilford J. P. and Fruchter B. (1985). <i>Fundamental Statistics in Psychology and Education</i> (6th ed) McGraw - Hill 2. Howell D.C. (1997). <i>Statistical Methods for Psychology</i> (4th Ed) 3. Kurtz, A.K. & Mayo, S.T. (1979). <i>Statistical methods in education and psychology</i> . Narosa. 4. Myers A. (1986). <i>Experimental Psychology</i> (2 nd ed) California: Brooks/Cole Publishing company 5. Mangal S.K. & Mangal S. (2013) <i>Research Methodology in Behavioural Sciences</i> New Delhi: PHI Learning Pvt Limited. 6. Levin, J. & Fox, J. A. (2006). <i>Elementary statistics in social research</i> . Delhi: Pearson Education. 7. Lomax, R. G. (1998). <i>Statistical concepts: A second course for education and behavioural sciences</i> . N.J.: Lawrence Erlbaum Asso. Inc.	

8. Mangal, S. K. (2006). *Statistics in psychology and education*. N.D.: Prentice-Hall
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10. Sarma K.V.S. (2001) *Statistic Made Simple : Do it Yourself on PC*
11. Welkowitz, J., Emen, R. B. and Cohen, J. (1982). *Introductory statistics for the behavioural sciences(3rd ed.)*. N.Y.: Academic Press.
12. Kerlinger F.N. (1994). *Foundations of behavioral research* (3rd ed)
13. Kothari, C. R. (1985). *Research methodology: Methods and techniques*. New Delhi: Wiley Eastern Ltd.
14. Locke, L.F., Sliverman, S.J. & Spirduso, W.W. (2004). *Reading and understanding research (2nd ed)*. Thousand Oaks: Sage Publications.
15. Mason E.J. and Bramble W.J. (1989). *Understanding and conducting research: Applications in education and behavioral sciences* (2nd ed)
16. Neuman W. Lawraence (2007) *Social Research Methods*, Pearson Education.
17. Nunnally, J.C., & Bernstein, I.H. (1994). *Psychometric theory* (3rd ed. NY: McGraw-Hill.
18. Ranjit Kumar (2006). *Research methodology: A step-by-step guide for beginners*. N.D.: Pearson Education.
19. Richards Lyn and Morcse Janice M. (2013) *README FIRST FOR A USER'S GUIDE TO Qualitativemethods*, Third Edition, Sage Publication.
20. Robinson, P.W. (1976). *Fundamentals of experimental psychology*. Prentice-Hall.
21. Rosnow, R.L. & Rosenthal, R. (1999). *Beginning behavioral research: A conceptual primer (3rd ed)*. Upper Saddle River NJ: Prentice-Hall
22. Shaughnessy J.J. and Zechmeister E.B. (1997). *Research Methods in Psychology* (4th ed)
23. Singh A.K. (2006). 5th ed. *Tests, Measurement and Research Methods in Behavioural Sciences*. Patna: Bharati Bhavan.
24. Smith, R.A., & Davis, S.F. (1997). *The psychologist as detective: An introduction to conducting research in psychology*. Upper Saddle River NJ: Prentice-Hall.
25. Tabachnick B.G. and Fidell L.J. (2001). *Using Multivariable statistics* (4th ed)
26. Zechmeister J.S., Zechmeister E.B. & Shaughnessy J.J. (2001). *Essentials of research methods in psychology*

PAPER CODE:PSY4202**PAPER –I: Title: HUMAN COGNITION AND EMOTION****[Credit -4]**

Unit	Contents	No. of Lectures
Course Learning Outcomes: The Learner: <ul style="list-style-type: none"> • Is able identify the different parts of the human brain and it functions • Is acquainted with the different brain imaging methods used in neuroscience • Is acquainted with higher order cognitive processes such as thinking, problem solving and creativity • Is able to identify psychological and neurological processes involved in language, speech perception and comprehension • Is able to identify psychological and neurological processes involved in emotion, emotional expression and emotional regulation 	Suggested Pedagogical Processes <ul style="list-style-type: none"> • Videos • Tests • Powerpoint presentations with figures and sketches about the human brain 	
Unit-I	COGNITIVE NEUROSCIENCE 1.1 Overview of Brain Areas 1.2 Neuronal Structure and Function 1.3 Role of chief neurotransmitters 1.4 Brain imaging Methods	(15)
Unit-II	PROBLEM-SOLVING, CREATIVITY AND DECISION MAKING 2.1. Problem-solving process, approaches, hindrances to problem-solving 2.2. Creativity: process, factors determining creativity, 2.3. Decision making : Reasoning, use of heuristics 2.4. Neurological basis of executive functions	(15)
Unit-III	LANGUAGE 3.1. Speech Perception, reading processes and understanding discourse 3.2. Speaking 3.3. Writing 3.4. Neurological basis of language	(15)
Unit-IV	EMOTION 4.1 Emotion: Meaning and its influence on cognition. 4.2 Biological basis of emotion 4.3 Theories of Emotion 4.4 Emotional expression and regulation	(15)
	References: 1. Sternberg, R. J.; Sternberg, K, Mio, J. (2012). Cognitive Psychology. Wadsworth: Belmont, CA. 2. Matlin, M. W. (2009). Cognition. John Wiley & Sons: NJ.World Health Organization (1992). 3. Kellogg, R. T. (1997). Cognitive psychology. London: Sage 4. Galloti, K. M. (2004). Cognitive psychology in and out of the laboratory. USA:Thomson Wadsworth. 5. Gavin, H. (1998). The essence of cognitive psychology. London: Prentice-Hall. 6. Human Cognition. New Jersey: Prentice-Hall. 7. Jahnke, J. C. &Nowaczyk, R. H. (1998). Cognition. Upper Saddle NJ: Prentice Hall.	

	<ol style="list-style-type: none">8. Kaplan, S. & Kaplan, R. (1982). Cognition and environment. N.Y.: Praeger Publishers.9. Kellogg, R.T.(2007). Fundamentals of Cognitive Psychology. N.D. Sage Publications.10. Matlin, M. (1994). Cognition. Bangalore: Harcourt Brace Pub.11. Messer, D. & Miller, S. (1999). Exploring developmental psychology. London:Arnold.12. Reed S. K. (1998). Cognition: Theory and application (3rd ed). California: Brooks/Cole Pub. Company13. Solso, R. L. (2004). Cognitive Psychology (6th ed). Delhi: Pearson Education.14. Sternberg, R.J. (2007). Cognitive Psychology. Australia: Thomson Wadsworth. 18. <p>Wade, C. and Tavis, C. (2007). Psychology. ND: Pearson Education.</p>
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PAPER CODE:PSY4203**PAPER –I: Title: PERFORMANCE MANAGEMENT AND DEVELOPMENT****[Credit -4]****Course Learning Outcomes:**

The Learner:

- Is able to define performance appraisal and management
- Is able to describe job evaluation techniques
- Is able to distinguish between different theoretical perspectives of training
- Is able to identify the needs of adult learners
- Is acquainted with different training methods used in organisations

Suggested Pedagogical Processes

- Case studies
- Workshops
- Interactions with people from the industry

Unit	Contents	No. of Lectures
Unit-I	PERFORMANCE MANAGEMENT 1.1. Job evaluation 1.2. Methods of Performance Appraisal: Employee appraisal, 360 degree feedback 1.3. Conducting and documenting and communicating performance appraisal 1.4. Reward Strategy	(15)
Unit-II	LEARNING IN THE ORGANISATION 2.1. Adult theories of learning: Behaviourism, Cognitive, Constructivist Pragmatism, and Humanistic 2.2. Middle range models of learning: Andragogy 2.3. Experiential learning 2.4. Incidental learning	(15)
Unit-III	HRD AND TRAINING 3.1. HRD, training and OD: Understanding its nature and scope 3.2. Paradigms and process of HRD 3.3. Assessing training needs and Designing a training program 3.4. Evaluating a training program	(15)
Unit-IV	TRAINING METHODS 4.1. Management games 4.2. On-the-job training, Apprenticeship 4.3. Simulation, assessment centers 4.4. In-basket training	(15)
	References: <ol style="list-style-type: none"> 1. Newstrom, J.W.(2007) Organizational behaviour : Human behaviour at work N.D.: Tata McGraw-Hill 2. Greenberg, J. and Baron R.A. (2005) Behaviour in organizations. N.D.: Pearson Edu. 3. Luthans, F. (2013) Organizational behaviour: An Evidence – based Approach (12thEd.) ND : McGraw-Hill Edu (India) Pvt. Ltd. 4. Ivancevich, J.M. Konsopaske R. & Matteson M.T. (2005) Organizational behaviour and management. New Delhi : Tata McGraw-Hill 5. Robbins, S.P., Judge T.A., & Sanghi, A. (2009) Organizational behaviour N.D. Pearson Prentice Hall. 6. Muchinsky ,P.(2001).Psychology Applied to work .6th ed. New Delhi :Wadsworth 7. Sinha, J.B.P. (2008) Culture & Organization Behaviour. New Delhi: Sage Texts 8. Mullins, L.J. (2007) 7th ed. Management and organizational behaviour N.D. : Pearson Edu 9. Pareek, U. and Rao, T.V.(2003). Designing and managing human resource system. N.D.: Oxford & IBH. 10. Hersey, P.&Blanchard ,K.H. (1982) . Management of organizational behaviour utilizing human resources (4th ed.).Prentice-Hall. 	

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| | <ol style="list-style-type: none">11. Robbins,S. (2001). Organization behaviour. (9th ed.).New Delhi :Prentice Hall of India.12. Rao , V.S.P. and Narayana ,P.S.(1995). Organizational theory and behaviour (2nd ed.) New Delhi :Konark Pub. Pvt.Ltd.13. McShane ,S.L. and Von Glinow,M.A.(200). Organizational behavior: Emerging realities for the workplace revolution . New Dehli: Tata Mcgraw-Hill. |
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PAPER CODE:PSY4204

PAPER –I: Title: ABNORMAL PSYCHOLOGY

[Credit -4]

Course Learning Outcomes:

The Learner:

- Is able to describe the historical antecedents of the Community Mental Health Movement
- Describes the history of the DSM and ICD
- Is able to identify Anxiety, Mood, Childhood, Eating, Somatic Symptom and Dissociative disorders on the basis of their symptoms
- Is able to evaluate the etiology of these disorders considering biological, analytical, behavioural and cognitive perspectives
- Is able to recognise the appropriate treatment strategies for these disorders

Suggested Pedagogical Processes

- Case studies of clinically diagnosed patients
- Videos
- Filma

Unit	Contents	No. of Lectures
Unit-I	INTRODUCTION TO ABNORMAL PSYCHOLOGY 1.1 Historical perspectives 1.2 History of the DSM 1.3. Criteria of abnormal behaviour, prevalence, incidence, comorbidity, prognosis, vulnerability and protective factors. 1.4. Need for diagnosis and assessment, problems and issues in assessment issues in assessment	(15)
Unit-II	ANXIETY AND MOOD DISORDERS 2.1. Generalized Anxiety disorder, Separation Anxiety disorder, selective mutism, Panic disorder and PTSD 2.2 Phobias and OCD 2.3. Depressive disorders 2.4 Bipolar disorder	(15)
Unit-III	DISORDERS OF CHILDHOOD 3.1 Intellectual disability 3.2. Autism, Aspergers' and other pervasive developmental disorders 3.3. Learning disabilities 3.4. Oppositional defiant disorder, conduct disorder	(15)
Unit-IV	SOMATOFORM, DISSOCIATIVE, EATING AND SLEEP DISORDERS 4.1. Somatic symptom related disorders 4.2. Dissociative disorders, Fugue and amnesia Dissociative Identity Disorder 4.3 Eating disorders 4.4 Sleep disorders	(15)
	BOOKS FOR READING 1. American Psychiatric Association: "Diagnostic and Statistical Manual of Mental Disorders", DSM-5 (5 th Edn) 2. Carson, R.C., Butcher, J.N., Mineka, S., & Hooley, J.M. (2007). Abnormal Psychology, 13th Edn. Pearson Education, India. 3. Sarason, I.G, & Sarason, R.B. (2002). Abnormal psychology: The problem of maladaptive behavior (10th ed.). Delhi: Pearson Education. 4. Barlow, D.H. & Durand, V.M. (2005). Abnormal psychology (4 th ed.). Pacific Grove: Books/Cole. 5. Nolen- Hoeksema, S. (2004). Abnormal Psychology 3rd Edn. McGraw Hill: New York, USA.	

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| | <ol style="list-style-type: none">6. Alloy, L.B., Riskind, J.H., & Manos, M.J. (2005). <i>Abnormal Psychology: current perspectives</i>. 9th Edn. Tata McGraw-Hill: New Delhi, India.7. Davison, G.C., Neal, J.M. & Kring, A.M. (2004). <i>Abnormal psychology</i>. (9th ed.). New York: Wiley.8. Comer, R.J. (2007). <i>Abnormal psychology</i> (6th ed.). New York: Worth Publishers.9. Fauman, M.A. (1996). <i>Study guide to DSM-IV</i>. Jaypee Brothers.10. First, M.B. & Tasman, A. (2004). <i>DSM-IV-TR mental disorders: Diagnosis, etiology, and treatment</i>. New York: Wiley.11. World Health Organization (1992). <i>The ICD-10 Classification of mental and behavioral disorders: Clinical description and diagnostic guidelines</i>: Delhi: Oxford University Press. |
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PAPER CODE:PSY4205		
PAPER –I: Title: PSYCHOLOGY PRACTICAL II		
[Credit -4]		
Course Learning Outcomes:	Suggested Pedagogical Processes	
<p>The Learner:</p> <ul style="list-style-type: none"> • Is able to demonstrate principles of scientific experimentation in the laboratory • Is able to conduct experiments using appropriate controls • Conducts experiments to demonstrate the various cognitive process such as learning, memory and perception • Is able to design and carry out psychological experiments independently • IS able to explain the obtained results of the experiment with the help of literature review 	<ul style="list-style-type: none"> • In vivo conduction of experiments • Discussion about the findings • Creation of an experiment by the students 	
Unit	Title and Contents	No. of Lectures
Unit -I	COGNITIVE PROCESSES (ANY 3): <ol style="list-style-type: none"> 1. Signal Detection – ROC 2. Perceptual Defense 3. Concept Formation 4. Problem Solving 5. Study of Mental Imagery 6. Peterson’s Test of Rational Learning 7. Stroop Effect in Visual Perception 8. Effect of feedback on Illusion 9. Time perception 	18
Unit -II	LEARNING (ANY 3): <ol style="list-style-type: none"> 1. Learning by Insight (Bolt Head Maze) 2. Interference : Retroactive / Proactive 3. Paired Associate Learning 4. Serial Learning 5. Verbal Conditioning 6. Transfer of training in maze learning 	18
Unit –III	MEMORY (ANY 2): <ol style="list-style-type: none"> 1. Short Term Memory 2. Effect of Mnemonic Strategy on Memory 3. Immediate Memory Span: Meaningful Vs. Meaningless Material 4. Organization in Memory 5. Memory for Unattended Material 6. Memory for Associated and Un-associated Pairs of Words 	12
Unit –IV	MOTIVATION AND EMOTION (ANY 2): <ol style="list-style-type: none"> 1. Zeigarnik Effect 2. Effect of Anxiety on Performance 3. Knowledge of Result 4. Goal Setting 5. Level of Aspiration- Steadiness Tester or Tower Building Blocks 	12
Books for Reading:		
<ol style="list-style-type: none"> 1. Baker, L.M., Weisiger, C. & Taylor, M.W. (1960). Laboratory experiments in general psychology. Oxford Univ. Press. 2. Berkowitz, L. (1974). Advanced experimental social psychology. Academic Press. 		

3. Collins, M. & Drever, J. (1930). *Experimental Psychology*. London: Methuen & Co. Ltd.
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18. Tinker, M.A. & Russell, W.A. *Introduction to methods in experimental psychology*. Appleton Century Crofts.

