

Allied 4

INDUSTRIAL PSYCHOLOGY

Unit – 1

Introduction

Definition, Nature and Scope of Industrial Psychology

Unit – 2

Personnel Selection

Jobs and their Requirements, Individual Differences, Interview and Related Personnel Testing.

Unit – 3

Motivation

Fundamentals of Motivation, Internal verses External Motivation, Types of Incentives and Satisfaction, Maslow's achievement motivation.

Unit – 4

(a) Attitudes and Job Satisfaction

Methods of Finding Employee Attitudes, Meaning of Job Satisfaction, Factors relating to Job Satisfaction.

(b) Supervision And Leadership

Role and Function of a Supervisor, Leadership styles and their relationship with Group Performance.

Unit – 5

Personnel Counseling

Objectives of Counseling, Forms of Counseling, Steps in Counseling Process, Techniques of Counseling.

Book for study:

1. P.K. Ghosh, M.B.Ghorpade, Industrial Psychology
2. Duane P. Schultz & Sydney Ellen Schultz, Psychology and Industry Today

Books for Reference : (Relevant Chapters only)

1. Ernest J. McCormick and Joseph Tiffin, Industrial Psychology
2. Thomas W. Harrel, Industrial Psychology
3. M.K. Blum and J.C. Naylor, Industrial Psychology – Its Theoretical and Social Foundation