

COURSE HANDOUT

Human Psychology

(UGMDC-202)

B. Com Hons – 2nd Semester

ACADEMIC YEAR: 2022-2023

Dr. Priyanka Sharma, Associate Professor



MIET SCHOOL OF MANAGEMENT

**Model Institute of Engineering &
Technology (Autonomous)**

(Permanently Affiliated to Jammu University, Accredited by
NAAC "A" Grade)

KotBhalwal, Jammu - 181122

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Class: BCom H 2nd Semester
Branch: BCOM H
Course No: UGMDC-202
Course Title: Human Psychology
Duration of Exam: 3 hours

Detailed Syllabus Section A

Unit 1: Introduction: Definition and Scope of Psychology; Psychology as a science, methods of psychology; Subfields of psychology; Psychology in modern India. **(8Hrs)**

Unit 2: Principles and applications of Classical conditioning: Operant conditioning, and Observational learning; Cognitive influences on learning; Perspectives on motivation. **(7Hrs)**

Unit 3: Application of Psychology: Stress-management, Burnout: Causes, effect and coping well-being; Self-development: Application of Psychology in building memory and creativity. **(7Hrs)**

Section B

Unit 4: Decision-making process: individual influences, group decision process; Forces for change in Organization, Resistance to change, Lewin's Change Model. **(7Hrs)**

Unit 5: Characteristics of the Workplace: Organizational Culture and climate; Strategies for reinforcement of culture, Functions of organizational culture, Organizational Socialization, Assessing Cross-Cultural values, and Fit, Cross-Cultural issues. **(7Hrs)**

BOOKS RECOMMENDED:

1. Organisational Behaviour, Robbins, Stephen, Pearson, Education, Inc., Edition 11th (2012)
2. Industrial and Organizational Psychology, Cary, L. Cooper and Edwin, A. Locke, Blackwell Publishing, Edition 1st (2000)
3. Industrial and Organizational Psychology, Spector, Pearson Education, Inc, Edition 6th(2010)

Faculty	Dr. Priyanka Sharma, Associate Professor, Department of Commerce, School of Management, MIET
Text Books (to be acquired by the students)	
Book 1	Organisational Behaviour, Robbins, Stephen, Pearson, Education, Inc., Edition 11 th (2012)
Book 2	Industrial and Organizational Psychology, Cary, L. Cooper and Edwin, A. Locke, Blackwell Publishing, Edition 1 st (2000)

Reference Books

Book 3	Industrial and Organizational Psychology, Spector, Pearson Education, Inc, Edition 6th(2010)
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COURSE INFORMATION SHEET

PROGRAMME: Bachelor of Commerce	DEGREE: B.Com H
COURSE: Human Psychology	SEMESTER: 2 nd
COURSE CODE: UGMDC-202	COURSE TYPE: Multidisciplinary
	CONTACT HOURS: 4 hours/week

COURSE OBJECTIVE:

To help students understand the various perspectives of psychology and issues inherent in organizations related to organizational culture.

COURSE OUTCOMES:

S. No.	DESCRIPTION	PO MAPPING
CO1	Illustrate the various perspectives and theories in the field of modern psychology	1,2,3
CO2	Understand the perspectives of learning theories and motivation	1,2,3
CO3	Articulate the applicability of psychology in ensuring overall human well-being	1,2,3,4
CO4	Appreciate the complexities in the decision-making process and change management in organizations	2,3,4
CO5	Demonstrate understanding of organizational culture, strategies for culture building and relevant issues	1,2,3,4

Teaching Plan:

	Name of the Topic	No. of Classes required	Evaluation Technique	Teaching AID	References
Unit I	Definition and Scope of Psychology	01	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://www.psychologydiscussion.net/notes/psychology-notes/notes-on-psychology-definition-scope-and-methods/1945 https://www.samareducation.com/2022/05/meaning-definitions-nature-and-scope-of-psychology.html https://egyankosh.ac.in/bitstream/123456789/23243/1/Unit-1.pdf
	Psychology as a science	02	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://www.psychologydiscussion.net/notes/psychology-notes/notes-on-psychology-definition-scope-and-methods/1945 https://egyankosh.ac.in/bitstream/123456789/3243/1/Unit-1.pdf
	Methods of psychology	02	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://www.nios.ac.in/media/documents/secpsycour/English/Chapter-2.pdf https://ncert.nic.in/textbook/pdf/kepy102.pdf

	Subfields of psychology	01	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://tyonote.com/branches_of_psychology/ https://liberalarts.tamu.edu/psychology/2020/02/05/subfields-of-psychology/
	Psychology in modern India	01	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://www.youtube.com/watch?v=DPi8KvvpTQ
Unit -II	Classical conditioning	01	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://www.centrallyon.org/vimages/shared/vnews/stories/48c81e45ae1e6/ch%209%20-%20learning%20-%20principles%20and%20applications%20-%20notes.pdf https://ncert.nic.in/ncerts/l/kepy106.pdf
	Operant conditioning and observational learning	02	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://ncert.nic.in/ncerts/l/kepy106.pdf
Unit -III	Cognitive influences on learning	04	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://study.com/academy/topic/cognitive-influences-on-learning.html https://egyankosh.ac.in/bitstream/123456789/8296/1/Unit-12.pdf

	Perspectives on motivation	03	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://egyankosh.ac.in/bitstream/123456789/23799/1/Unit-1.pdf
	Stress-management	02	Quiz, Snap Test Sessional Exam	ICT Lecture Chalk and Talk	https://www.verywellmind.com/stress-management-4157211

Unit-IV	Burnout: Causes and effect on coping and well being	04	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://environmental-conscience.com/burnout-causes-symptoms-effects-solutions/ https://www.psychologytoday.com/us/basics/burnout https://egyankosh.ac.in/bitstream/123456789/23928/1/Unit-2.pdf https://egyankosh.ac.in/bitstream/123456789/6776/1/Unit-7.pdf
	Self-development	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://www.berkeleywellbeing.com/self-development-the-9-skills-you-need-to-improve-your-life.html https://destinysodyssey.com/personal-development/self-development-2/
	Application of Psychology in building memory and creativity.	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	file:///C:/Users/DELL/Downloads/Unit-3.pdf

	Decision-making	01	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/7370/1/Unit-8.pdf
	Decision Making Process	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/15154/1/Unit-4.pdf
	individual influences, group decision process	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/15154/1/Unit-4.pdf
	Forces for change in Organization	01	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/12252/1/Unit-18.pdf
	Resistance to change,	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/12252/1/Unit-18.pdf
	Lewin's Change Model	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/12252/1/Unit-18.pdf
Unit- V	Concept of Organizational Culture	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/12256/1/Unit-17.pdf

	Concept of Organizational climate	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://egyankosh.ac.in/bitstream/123456789/12256/1/Unit-17.pdf
	Strategies for reinforcement of culture	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://courses.lumenlearning.com/waymaker-psychology/chapter/operant-conditioning/
	Organizational Socialization	03	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://www.qic-wd.org/sites/default/files/Umbrella%20Summary%20-%20Organizational%20Socialization%20102821.pdf
	Assessing Cross-Cultural values	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://www.investopedia.com/terms/c/cross-culture.asp#:~:text=Cross%20culture%20in%20the%20business,a%20desire%20to%20bridge%20them.
	Cultural Fit	01	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://www.techtarget.com/searchcio/definition/Cultural-fit https://www.companymatch.me/en/content/4468/cultural-fit-a-definition.html?lang=en
	Cross-Cultural issues	02	Quiz, Snap Test Sessional Exam	Chalk and Talk ICT Lecture	https://www.teambuildingportal.com/articles/problems-and-symptoms/cross-cultural-team https://indiafreenotes.com/problems-of-cross-cultural-issues-in-organizations/
	Total	35			

WEB SOURCE REFERENCES:

1	Swayam Course on Introduction to Psychology https://onlinecourses.swayam2.ac.in/cec23_hs05/course?
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EVALUATION SCHEME:

The term work will consist of submission of 2 assignments of 8 marks each, 2 sessional tests of 8 marks each and 8 marks will be awarded for attendance

ASSIGNMENT SUBMISSION DATES:

Assignment 1- 30 March

Assignment 2- 30 April

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