PYOE4: PSYCHOLOGY AT WORK

COURSE OBJECTIVES

1. To familiarize students with the psychological concepts applied in the workplace,

2.   To assist students in learning the essentials of effective leadership and communication, as well as their interdependence.

3.   To assist students in gaining an understanding of the dynamics of human motivation as well as the significance of goal setting.

4. To understand the anatomy of stress and coping mechanisms to deal with stress in the workplace.

5. To understand group dynamics and their influence on decision-making in the workplace.

UNIT I: INTRODUCTION   **(6 hours)**
Basic Psychology and Work Psychology, Five traditions in psychology, work psychology today, the changing world of work, Diversity and culture

UNIT II: INDIVIDUAL DIFFERENCES   **(6 hours)**
Introduction, Traditional models of cognitive ability, views of personality, socio-cognitive approaches to individual differences, trends in intelligence – emotional, social, cultural intelligence.

UNIT III: MOTIVATION & GOAL SETTING   **(6 hours)**
Motivation: Meaning; Theories of Motivation: McClelland's Theory of Needs; Maslow's hierarchy of needs
Goal setting - meaning; types of goals and their effectiveness; Principles of effective goal-setting; Writing effective goal-statements.

UNIT IV: STRESS AT WORKPLACE   **(6 hours)**
Meaning; Types – acute stress, episodic stress, chronic stress; Sources – internal and external; Work related stressors: Causes, Stress and Job Performance.
Stress Management techniques – Physical: exercise, yoga, meditation, relaxation techniques; Psychological: 4 A's of coping with stress, Stress Inoculation Training

UNIT V: GROUP BEHAVIOR AT WORKPLACE   **(6 hours)**
Definition; Group types; Key components of groups: roles, status, norms, cohesiveness; The benefits and costs of joining groups;
Effects of the presence of others: social facilitation, social loafing;
Coordination in groups: cooperation, conflict;
Decision making by groups: the decision-making process, the downside of group decision making-groupthink and group polarization.

REFERENCES:

Arnold, J. and Randall, R., 2016. *Work psychology: Understanding human behaviour in the workplace*. 6th ed. UK: Pearsons Limited.

Baron, R. A., & Branscombe, N. R. (2009). *Social Psychology (Mumbai University), 12/E (With Cd)*. Pearson Education India.

Fisher, C. D. (1997). Emotions at work: What do people feel and how should we measure it?.

Luthra, A., & Dahiya, R. (2015). Effective leadership is all about communicating effectively: Connecting leadership and communication. *International Journal of Management & Business Studies*, *5*(3), 43-48.

Purohit, S., & Nayak, S. (2003). *Enhancing personal effectiveness: Training instruments for students, teachers and parents*. Tata McGraw-Hill Publishing Company Limited.

Schultz, D. P., & Schultz, S. E. (2002). *Psychology and work today: An introduction to industrial and organizational psychology*. Prentice Hall.

The role of psychology in the Workplace. GradSchools.com. (2022, February 2). Retrieved May 5, 2022, from https://www.gradschools.com/get-informed/careers/workplace-psychology