



MANGALORE UNIVERSITY

Department of Social Work

Master of Social Work (MSW)

Paper SWS 454: INDUSTRIAL PSYCHOLOGY

Objectives:

- Understand role of Industrial Psychology as a tool of the social work profession.
- Acquire Psychological knowledge and skills.
- Become familiar with some of the basic Psychological technique and their application in field of social work as applicable to the Organizational / Industrial setting

Course Content

Unit – 1

Introduction to Industrial Psychology

Meaning and Definition of Organizational Psychology – objectives of industrial psychology
Major problems of industrial psychology – Role of an Industrial Psychologist – scope and importance of Industrial Psychologist's work



Unit – 2

The historical background of industrial / organizational psychology

The Early Years(1900 – 1916)- World War I(1917 – 1918)- Between the World Wars (1919 – 1940)- World War II (1941 – 1945) - After World War II (1946 – 1960)- 1960s and Beyond

Unit – 3

Personality

Define Personality - Understand the major determinants of Personality - Explain five theories of Personality - Intrapsychic Theory - Type Theories - Trait Theories - Self Theory - Social Learning Theory Identify several personality characteristics and their influences on Industrial Psychology - personality measurement - Match personalities and job - Personality dimensions in Industrial and organizational psychology

Unit – 4

Emotions and Emotional Intelligence

What are emotions - the characteristics of Emotions - Understand the interlinking of emotions and moods- the role of emotions - type of emotions - the categories of positive and negative emotions- the sources of emotions and moods - the relation between emotions and performance - Emotional Intelligence (EI) - the importance of Emotional intelligence - the domains of EI - the interrelationship between EI and leadership - the interrelationship between EI and conflict management - the interrelationship between EI and career success - the case for and against Emotional Intelligence as a concept.

Unit – 5

Stress and well-being at work

The concept of stress - the fight-or-flight response to stress - the General Adaptation Syndrome (GAS) - The approaches to stress: The Homeostatic/ Medical Approach - Cognitive Appraisal Approach- the Person-Environment Fit Approach- The Psycho-analytic Approach. The causes and consequences of stress. Individual response to stress - the consequence of stress - the Impact of stress on Performance.- “Burnout” - the factors resulting in Burnout- Impact of Job Burnout - The methods of managing stress - framework for preventive stress management - the various organizational techniques for stress prevention - Understand managerial implications of stress

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