

# **B.SC Psychology Syllabus (V & VI Semester)**

**Submitted to**

**The Registrar Mangalore University**

**Submitted by**

**Chairperson and Members  
BOS Psychology**

**Mangalore University**

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*Jani R Ballal*

**Chairperson**

## BOS

| Sl.No | Name                                                                                                                            | Designation  |
|-------|---------------------------------------------------------------------------------------------------------------------------------|--------------|
| 1     | Dr.Vani Ballal<br>HOD of Psychology<br>Govt. First Grade College for<br>Women, Ajjarkadu, Udupi                                 | Chair person |
| 2     | Smt.Nayana Kumari K<br>HOD of Psychology<br>Dr. P.D Pai-P.S.Pai-Govt.First<br>Grade College, Carstreet,<br>Mangalore            | Member       |
| 3     | Mrs. Vinatha K<br>HOD of Psychology<br>St. Agnes College<br>(Autonomous), Mangalore                                             | Member       |
| 4     | Dr. Sandra Sunitha Lobo<br>HOD of Psychology<br>School of Roshini Nilaya,<br>Mangalore                                          | Member       |
| 5     | Dr.Manjula M Y<br>Professor of Emeritus<br>Department of Psychology<br>Christ University Bangalore                              | Member       |
| 6     | Dr.Venkatesan. S<br>Professor in Psychology<br>All India Institute of Speech &<br>Hearing<br>Manasagangotri, Mysore –<br>570006 | Member       |
| 7     | Dr. Elizabeth Jasmine,<br>Assistant Professor,<br>IIPR, Madiwala, Bangalore                                                     | Member       |

## Structure for Psychology Discipline

|                  | <b>Semester V</b>                |                |                                   |                    |                               |
|------------------|----------------------------------|----------------|-----------------------------------|--------------------|-------------------------------|
| <b>Course</b>    | <b>Paper</b>                     | <b>Credits</b> | <b>No. of teaching Hours/Week</b> | <b>Examination</b> | <b>Total Assessment Marks</b> |
| <b>DSC - 5</b>   | <b>Health Psychology</b>         | <b>4</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>100 (60+40)</b>            |
| <b>DSC – 5.1</b> | <b>Practical paper - 4</b>       | <b>2</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>50 (25+25)</b>             |
| <b>DSC - 6</b>   | <b>Social Psychology</b>         | <b>4</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>100 (60+40)</b>            |
| <b>DSC – 6.1</b> | <b>Practical paper - 5</b>       | <b>2</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>50 (25+25)</b>             |
|                  | <b>Semester VI</b>               |                |                                   |                    |                               |
| <b>DSC - 7</b>   | <b>Abnormal Psychology</b>       | <b>4</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>100 (60+40)</b>            |
| <b>DSC – 7.1</b> | <b>Practical paper – 6</b>       | <b>2</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>50 (25+25)</b>             |
| <b>DSC – 8</b>   | <b>Human Resource Management</b> | <b>4</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>100 (60+40)</b>            |
| <b>DSC – 8.1</b> | <b>Practical paper – 7</b>       | <b>2</b>       | <b>4</b>                          | <b>2hrs</b>        | <b>50 (25+25)</b>             |

**Assessment:**

**Weightage for assessment (in Percentage)**

| <b>Course</b>         | <b>Formative<br/>Assessment / IA</b> | <b>End Semester<br/>Examination</b> | <b>Summative<br/>Assessment</b> |
|-----------------------|--------------------------------------|-------------------------------------|---------------------------------|
| <b>Theory 1</b>       | <b>40</b>                            | <b>60</b>                           | <b>100</b>                      |
| <b>Practical (i)</b>  | <b>25</b>                            | <b>25</b>                           | <b>50</b>                       |
| <b>Theory II</b>      | <b>40</b>                            | <b>60</b>                           | <b>100</b>                      |
| <b>Practical (ii)</b> | <b>25</b>                            | <b>25</b>                           | <b>50</b>                       |
| <b>Total</b>          |                                      |                                     | <b>300</b>                      |

**NEP Syllabi of Psychology (DSC) subject for  
BA/B.Sc V Semester  
With effect from  
Academic year 2023-24 and onwards**

|                            |                      |                            |                |
|----------------------------|----------------------|----------------------------|----------------|
| Program Name               | BA/BSc in Psychology | Semester                   | Fifth Semester |
| Course Title               | Social Psychology    |                            |                |
| Course Code:               | BSCPYN501            | No. of Credits             | 4              |
| Contact hours              | 60 Hours             | Duration of SEA/Exam       | 2 hours        |
| Formative Assessment Marks | 40                   | Summative Assessment Marks | 60             |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| <b>Course Pre-requisite(s):</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |               |
| <p><b>Course Outcomes (COs):</b> After the successful completion of the course, the student will be able to:</p> <p>CO1. Develop an understanding of the individual in relation to the social world.</p> <p>CO2. Introduce students to realm of social influences on behaviour.</p> <p>CO3. Understand the various social issues prevalent.</p> <p>CO4. Know the significance of Interpersonal Relationship.</p> <p>CO5. Sensitize the students about Social issues.</p>                                                                                           |               |
| <b>Theory Contents</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>60 Hrs</b> |
| <b>Chapter I SOCIAL PSYCHOLOGY, SOCIAL PERCEPTION AND SOCIAL COGNITION</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>15 Hrs</b> |
| <p><b>Introduction:</b></p> <p>a) <b>Social Psychology:</b> definition, nature and scope of social psychology.</p> <p>b) <b>Social perception:</b> non-verbal communication; impression formation and management.</p> <p>c) <b>Social Cognition:</b> schemas, heuristics and automatic processing and errors.</p> <p>d) <b>Interdependent Relationship:</b> family, friendship and attachment style, relationship problems, reaction to problems, effects of relationship failure.</p> <p>e) <b>Applying socialpsychology</b> at work, health and legal system</p> |               |
| <b>Chapter II UNDERSTANDING AND EVALUATING THE SOCIAL WORLD</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>15 Hrs</b> |
| <p>a) <b>Attribution:</b> theories of attribution - Fritz-Heider's theory, Jones and Davis theory, Kelly's theory;</p> <p>b) <b>Attitudes:</b> definition and components, attitude-behaviour link; attitude formation and strategies for attitude change, measurement of attitudes.</p> <p>c) <b>Prejudice:</b> meaning, definition, growth, techniques for counteracting its effects.</p> <p>d) <b>Stereotype</b> meaning, gender stereotype, glass ceiling and discrimination.</p>                                                                               |               |
| <b>Chapter III SOCIAL INTERACTION AND INFLUENCE</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>15 Hrs</b> |
| <p>a) <b>Formation and influence of groups:</b> conformity- Asch studies, compliance techniques, obedience to authority, social facilitation, social loafing, co-operation, conflict, techniques to resolve conflicts.</p> <p><b>Pro-Social Behaviour-</b> Latane and Darley's 5 crucial steps of an emergency, situational factors influencing pro-social behaviour, factors decreasing the tendency to help.</p> <p>c) <b>Social networking sites-</b> impact of social media on children adolescents and families</p>                                           |               |

| Chapter IV Social disorganization issues                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 15 Hrs |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| <p><b>a) Aggression-</b> social learning perspectives , - theories of aggression - drive theory, modern theory- GAAM biological and situational determinants, personal determinants, prevention and control of aggression- punishment, cognitive interventions and forgiveness</p> <p><b>b) Violence</b> – nature and categories of violence, violence in families, collective violence for social change</p> <p><b>c) Anti social behavior-</b> corruption, bribery and other forms of antisocial behaviour;</p> <p>.</p> |        |

| References |                                                                                                                                                       |
|------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1          | Baron, R.A., Byrne, D. & Bhardwaj, G. (2010). Social Psychology (12th Ed.). New Delhi: Pearson.                                                       |
| 2          | Baron Robert and Byrne Donn (2004) Social Psychology, 10 <sup>th</sup> Edition Pearson Education, Inc                                                 |
| 3          | Baron Robert, Branscombe (2017) NR Social Psychology 14 <sup>th</sup> Edition Pearson Education, Inc                                                  |
| 4          | Misra, G. (2009). Psychology in India, Vol. 4: Theoretical and Methodological Developments (ICSSR Survey of Advances in Research). New Delhi: Pearson |
| 5          | Myers David -Social Psychology (2006) -8 <sup>th</sup> Edition, Tata McGraw Hill.                                                                     |
| 6          | Taylor, S.E., Peplau, L.A. & Sears, D.O. (2006). Social Psychology (12th Ed.). New Delhi: Pearson                                                     |
| 7          | Sutherland & Cressey :Principles of criminology                                                                                                       |

|                                       |                                        |  |                      |                   |          |
|---------------------------------------|----------------------------------------|--|----------------------|-------------------|----------|
| Course Title                          | Social Psychology ( <b>Practical</b> ) |  |                      | Practical Credits | 2        |
| Course Code                           | BSCPYPN502                             |  |                      | Contact Hours     | 60 Hours |
| Formative Assessment                  | 25 Marks                               |  | Summative Assessment |                   | 25 Marks |
| Practical Content                     |                                        |  |                      |                   |          |
| (Minimum 8 Practical to be conducted) |                                        |  |                      |                   |          |
| <u>Assessment of</u>                  |                                        |  |                      |                   |          |
| 1. Sociogram                          |                                        |  |                      |                   |          |
| 2. Stéréotype                         |                                        |  |                      |                   |          |
| 3. Social distance                    |                                        |  |                      |                   |          |
| 4. Coopération                        |                                        |  |                      |                   |          |
| 5. Compétition                        |                                        |  |                      |                   |          |
| 6. Attachement Style                  |                                        |  |                      |                   |          |
| 7. Criminal Propensity                |                                        |  |                      |                   |          |
| 8. Violence                           |                                        |  |                      |                   |          |
| 9. Suggestion                         |                                        |  |                      |                   |          |
| 10. Social communication- Rumour      |                                        |  |                      |                   |          |
| 11. Attitude                          |                                        |  |                      |                   |          |
| 12. Aggression                        |                                        |  |                      |                   |          |
| 13. Social Responsiveness             |                                        |  |                      |                   |          |
| 14. Social Competence                 |                                        |  |                      |                   |          |
| 15. Prosocial Behaviour               |                                        |  |                      |                   |          |
| STATISTICS: Median Test               |                                        |  |                      |                   |          |

|                            |                            |                            |                |
|----------------------------|----------------------------|----------------------------|----------------|
| Program Name               | BA/BSc in Psychology       | Semester                   | Fifth Semester |
| Course Title               | Health Psychology (Theory) |                            |                |
| Course Code:               | BSCPYPN602                 | No. of Credits             | 4              |
| Contact hours              | 60 Hours                   | Duration of SEA/Exam       | 2 hours        |
| Formative Assessment Marks | 40                         | Summative Assessment Marks | 60             |

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| <b>Course Pre-requisite(s):</b>                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |
| <b>Course Outcomes (COs):</b> After the successful completion of the course, the student will be able to:<br>CO1. Understand the subject matter of health psychology.<br>CO2. Understand the correlates of pain, illness and its management.<br>CO3. Understand the impact of stress on health.<br>CO4. Have awareness about health enhancing and compromising life styles.<br>CO5. Attain and maintain one's health through coping strategies and interventions. |               |
| <b>Theory Contents</b>                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>60 Hrs</b> |
| <b>Chapter I: INTRODUCTION TO HEALTH PSYCHOLOGY AND HEALTH BEHAVIOUR</b>                                                                                                                                                                                                                                                                                                                                                                                          | <b>15Hrs</b>  |
| <b>a) Health:</b> Meaning and definition (WHO); Components of health: social, emotional, cognitive and physical aspects. Health and Quality of life.<br><b>b) Health Psychology:</b> Introduction; Need for the field of health psychology; History of body mind relationship; Models of health -Biomedical and Bio psychosocial model.<br><b>c) Health Behaviours:</b> factors influencing health behaviours, barriers to modify Poor health behaviours.         |               |
| <b>Chapter II: HEALTH ENHANCING AND COMPROMISING BEHAVIOUR</b>                                                                                                                                                                                                                                                                                                                                                                                                    | <b>15 Hrs</b> |
| <b>a) Theories of Health behaviors:</b> Theory of planned behaviour, the health belief model and their implications.<br><b>b) Health compromising behaviors:</b> Substance abuse, over eating and obesity<br><b>c) Health enhancing behaviors:</b> Physical Exercise, Maintaining healthy diet, sleep and hygiene.<br><b>d) Adherence:</b> Meaning and factors predicting adherence.                                                                              |               |
| <b>Chapter III : STRESS AND HEALTH</b>                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>15 Hrs</b> |
| <b>a) Stress:</b> Nature and sources of stress; Theories of stress- Selyes' and Lazarus view.<br><b>b) Effects of stress on health:</b> Stress and immune system, Role of stress in CHD, Hyper tension and Diabetes.<br><b>c) Coping strategies</b> -Social support; time management; Yoga, Meditation and Relaxation technique, expressive                                                                                                                       |               |

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| therapy-music, art and dance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |               |
| <b>d) Positive psychological interventions</b> - gratitude, forgiveness, savoring, patience, creativity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |               |
| <b>Chapter IV MANAGEMENT OF PAIN, CHRONIC AND TERMINAL ILLNESS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>15 Hrs</b> |
| <p><b>a) Pain-</b> Significance; Types; Psychological factors; Cognitive Behavioral Methods of Pain Control-gate control theory of pain, individual differences and socio-cultural differences in reaction to pain.</p> <p><b>b) Management of chronic and terminal Illness</b> - Emotional responses to chronic illness, coping with chronic illness, psychological and social issues related to dying – the issue of non-traditional treatment.</p> <p><b>c) Alternatives to hospital care</b> – Hospice or home care; Psychological management of terminally ill.</p> |               |

| References |                                                                                                                                                                |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1          | Taylor, S.E. (2010). Health psychology. 6th Ed, New Delhi: Tata McGraw Hill                                                                                    |
| 2          | Marks. D .F .,Murry.M., Evans.B and Estacio.E.V (2011), Health psychology: Theory, research and practice (3rd edi), New Delhi: Sage publication India Pvt Ltd. |
| 3          | Brannon.L & Feist. J (2007) Introduction to Health Psychology New Delhi: Thomson Learning Inc.                                                                 |
| 4          | DiMatteo, M.R. & Martin, L.R.(2002). Health psychology. New Delhi: Pearson.                                                                                    |
| 5          | Ogden.J (2000) Health Psychology, 2nd edition Philadelphia, Open University press.                                                                             |
| 6.         | Dr.Manika                                                                                                                                                      |

|                                                               |                               |                      |                   |          |
|---------------------------------------------------------------|-------------------------------|----------------------|-------------------|----------|
| Course Title                                                  | Health Psychology (Practical) |                      | Practical Credits | 2        |
| Course Code                                                   | BSCPYPN602                    |                      | Contact Hours     | 60 Hours |
| Formative Assessment                                          | 25 Marks                      | Summative Assessment |                   | 25 Marks |
| Practical Content                                             |                               |                      |                   |          |
| (Minimum 8 Practical to be conducted)                         |                               |                      |                   |          |
| <u>Assessment of</u>                                          |                               |                      |                   |          |
| 1. Psychological Well-Being                                   |                               |                      |                   |          |
| 2. WHO Quality of Life                                        |                               |                      |                   |          |
| 3. Multidimensional Health Locus Of Control (Form A)          |                               |                      |                   |          |
| 4. Students Stress Rating                                     |                               |                      |                   |          |
| 5. Type A and Type B - ABBPS                                  |                               |                      |                   |          |
| 6. Resilience                                                 |                               |                      |                   |          |
| 7. Gratitude                                                  |                               |                      |                   |          |
| 8. Reactions to Frustration                                   |                               |                      |                   |          |
| 9. Life style                                                 |                               |                      |                   |          |
| 10. Alcohol and Drug Attitude                                 |                               |                      |                   |          |
| 11. P.G.I. Well-Being Measure                                 |                               |                      |                   |          |
| 12. Optimum Health                                            |                               |                      |                   |          |
| 13. Anxiety                                                   |                               |                      |                   |          |
| 14. General Health                                            |                               |                      |                   |          |
| 15. Coping strategy                                           |                               |                      |                   |          |
| STATISTICS: One way ANOVA - Independent or Uncorrelated Score |                               |                      |                   |          |

**NEP Syllabi of Psychology (DSC) subject for  
BA/B.Sc VI Semester  
With effect from  
Academic year 2023-24 and onwards**

|                            |                              |                            |                |
|----------------------------|------------------------------|----------------------------|----------------|
| Program Name               | BA/BSc in Psychology         | Semester                   | Sixth Semester |
| Course Title               | Abnormal Psychology (Theory) |                            |                |
| Course Code:               | BSCPYPN701                   | No. of Credits             | 4              |
| Contact hours              | 60 Hours                     | Duration of SEA/Exam       | 2 hours        |
| Formative Assessment Marks | 40                           | Summative Assessment Marks | 60             |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |               |
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| <p><b>Course Outcomes (COs):</b> After the successful completion of the course, the student will be able to:</p> <p>CO1. Impart knowledge about the difference between the concepts of normality and abnormality to dispel myths regarding abnormality.</p> <p>CO2. Familiarize students with criteria and classification of psychological disorders.</p> <p>CO3. Provide an overview of the symptoms and etiology of various psychological disorders.</p> <p>CO4. Introduce students to different perspectives regarding the causation of mental illnesses.</p> <p>CO5. Familiarize students with a conceptual overview of abnormal behaviour.</p> |               |
| <b>Theory Contents</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | <b>60 Hrs</b> |
| <b>Chapter I UNDERSTANDING ABNORMALITY</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <b>15 Hrs</b> |
| <p><b>Introduction:</b> Meaning and definitions of abnormality, criteria of abnormality; psychological models of abnormality - psychodynamic, behavioristic, cognitive-behavioural and Humanistic models. Classification of mental disorders –DSM and ICD. Mental status examination, Mental health care act 2017.</p>                                                                                                                                                                                                                                                                                                                              |               |
| <b>Chapter II CLINICAL PICTURE AND ETIOLOGY OF ANXIETY DISORDERS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>15 Hrs</b> |
| <p><b>a) Anxiety based disorders:</b> The anxiety based response patterns; Phobic disorders; Obsessive Compulsive Disorders (OCD); Generalized Anxiety Disorder(GAD); Somatoform disorders; Hypochondriasis; conversion disorders.</p> <p><b>b) Dissociative disorder</b> - psychogenic amnesia, fugue; dissociative identity disorder: causes Biological, Psychological and Socio-cultural factors. (Diagnostic criteria/ Clinical features and causes &amp; treatment).</p> <p><b>c) Trauma and Stressors - Related Disorders:</b> PTSD and acute stress disorder.</p>                                                                            |               |

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| <b>Chapter III SCHIZOPHRENIA, DELUSIONAL AND MOOD DISORDER</b>                                                                                                                                                                                                                                                                                                                                                       | <b>15 Hrs</b> |
| <p>a) <b>Schizophrenia:</b> clinical picture, subtypes and causes - biological, psychological and socio-cultural factors.</p> <p>b) <b>Delusional disorder:</b> diagnosis, clinical picture and its causal factors.</p> <p>c) <b>Bipolar and related disorders:</b> bipolar disorder, bipolar disorder II disorder and cyclothymic disorder.</p>                                                                     |               |
| <b>Chapter IV PERSONALITY DISORDERS AND PARAPHILIAS</b>                                                                                                                                                                                                                                                                                                                                                              |               |
| <p><b>Personality disorders:</b> cluster A (paranoid, schizoid, Schizotypal), B (histrionic, narcissistic, antisocial, and borderline) &amp; C (avoidant, dependent personality disorder, Obsessive-Compulsive)</p> <p><b>Paraphilic disorders:</b> as per DSM -5 (voyeuristic, exhibitionistic, frotteuristic, sexual masochism, sexual sadism, pedophilic, fetishistic and transvestic). Causes of paraphilia.</p> |               |

| References                                                                                                                                         |
|----------------------------------------------------------------------------------------------------------------------------------------------------|
| Carson R.C, Butcher JN and Mineka Susan (2005)., <i>Abnormal Psychology and modern life</i> (10th edn) New York: Harper-Collins                    |
| Kaplan H, Sadock BJ, Grebb JA (1994) <i>Synopsis of Psychiatry</i> (7th edn). New Delhi: BL Waverly Pvt. Ltd.                                      |
| Sarason .I.G & Sarason R.B (2005) <i>Abnormal Psychology The Problems of Maladaptive Behaviour</i> 11 <sup>th</sup> edition New Delhi Pearson Pub. |

|                                             |                                 |  |                      |                   |          |
|---------------------------------------------|---------------------------------|--|----------------------|-------------------|----------|
| Course Title                                | Abnormal Psychology (Practical) |  |                      | Practical Credits | 2        |
| Course Code                                 | BSCPYPN702                      |  |                      | Contact Hours     | 60 Hours |
| Formative Assessment                        | 25 Marks                        |  | Summative Assessment |                   | 25 Marks |
| Practical Content                           |                                 |  |                      |                   |          |
| (Minimum 8 Practical to be conducted)       |                                 |  |                      |                   |          |
| <u>Assessment of</u>                        |                                 |  |                      |                   |          |
| 1. Multiphasic Personality                  |                                 |  |                      |                   |          |
| 2. Family Pathology                         |                                 |  |                      |                   |          |
| 3. Bell’s Adjustment                        |                                 |  |                      |                   |          |
| 4. IPAT Anxiety                             |                                 |  |                      |                   |          |
| 5. Obsessional Compulsive Inventory Revised |                                 |  |                      |                   |          |
| 6. Cohen’S Perceived Stress                 |                                 |  |                      |                   |          |
| 7. Defense Mechanism                        |                                 |  |                      |                   |          |
| 8. Behavioural Deviance                     |                                 |  |                      |                   |          |
| 9. Beck Depression                          |                                 |  |                      |                   |          |
| 10. Personal Stress Source                  |                                 |  |                      |                   |          |
| 11. Narcissism                              |                                 |  |                      |                   |          |
| 12. Social Phobia                           |                                 |  |                      |                   |          |
| 13. DASS                                    |                                 |  |                      |                   |          |
| 14. Pittsburguh Sleep quality test          |                                 |  |                      |                   |          |
| 15. Pathological lying scale                |                                 |  |                      |                   |          |
| STATISTICS: Chi Square                      |                                 |  |                      |                   |          |

|                            |                                            |                            |                       |
|----------------------------|--------------------------------------------|----------------------------|-----------------------|
| Program Name               | <b>BA/BSc in Psychology</b>                | Semester                   | <b>Sixth Semester</b> |
| Course Title               | <b>Human Resource Management (Theory )</b> |                            |                       |
| Course Code:               | <b>BASPYCN801/BSCPYN801</b>                | No. of Credits             | <b>4</b>              |
| Contact hours              | <b>60 Hours</b>                            | Duration of SEA/Exam       | <b>2 hours</b>        |
| Formative Assessment Marks | <b>40</b>                                  | Summative Assessment Marks | <b>60</b>             |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |               |
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| <b>Course Outcomes (COs):</b> After the successful completion of the course, the student will be able to:<br>CO1. Understand the nature, objectives and functions of HRM.<br>CO2. Understand the processes of selection and tools of training.<br>CO3. Know the tools of performance appraisal in work setting.<br>CO4. Know the application of electronic in HR and management of international HR.                                                                                                                                                                                                                     |               |
| <b>Theory Contents</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>60 Hrs</b> |
| <b>Chapter I</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | <b>14 Hrs</b> |
| <b>INTRODUCTION:</b><br>Human Resource: definition nature, characteristics, objectives and scope of human resource management.<br>Difference between personnel management, HRD and HRM. Functions of HRM – A) Managerial B) Objective C) Advisory D) supportive functions.                                                                                                                                                                                                                                                                                                                                               |               |
| <b>Chapter II</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | <b>16 Hrs</b> |
| <b>SELECTION AND TRAINING:</b><br>i) <b>SELECTION:</b> Meaning and Nature. Definitions, Characteristics, Objectives and importance of Selection. Process and Tests used in Selection. Interview: Meaning and Types. Limitations of Interview.<br>ii) <b>TRAINING:</b> Meaning, Definitions, Nature and Characteristics of Training. Purposes and Benefits of Training. Training need analysis, Methods /approaches to training- classroom/lectures , conferences, films, Vestibule training, apprenticeship, Computer Assisted Instruction(CAI)Net Based training, In basket training, Role Playing, Executive Coaching. |               |
| <b>Chapter III</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <b>15 Hrs</b> |
| <b>PERFORMANCE APPRAISAL:</b><br>Meaning and Definition of Performance Appraisal. METHODS – A) Traditional method – Ranking, Paired Comparisons, Grading, Forced Choice, Checklist methods, Critical Incident method, Essay method. B) Modern Methods – Behaviour Anchored Rating Scale (BARS), Management by Objectives(MBO). 360 degree                                                                                                                                                                                                                                                                                |               |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |               |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|
| Feedback. Benefits and Limitations in Performance Appraisal.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |               |
| <b>Chapter IV</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>15 Hrs</b> |
| <b>E-HRM AND INTERNATIONAL HRM:</b><br><b>i) E-HRM:</b> Recruitment, Selection, Performance Management Learning and Compensation. HR in mergers and acquisitions. Business processing outcomes. HRM in high performance organizations.<br><b>ii) I-HRM:</b> Nature, Growth and Management of international Human Resource activities. HR and Internalization of Business.<br><b>iii) TQM:</b> Definition. Principles and Common Barriers to TQM, Six Sigma. Tools of Quality Improvement: Kaizen, Bench Marking, HR Audit and Balance Score card. |               |

| References |                                                                                                                            |
|------------|----------------------------------------------------------------------------------------------------------------------------|
| 1          | H. R. Appannaiah, Dr. P.N.Reddy and K. Aparna Rao. Human Resource Management (2010) : Himalaya Publishing House            |
| 2          | Shahi K. Gupta and Rosy Joshi. Human Resource Management (2011) : Kalyani Publsers                                         |
| 3          | Dr. P. Subba Rao. Human Resource Management (2013): Himalaya Publishing House                                              |
| 4          | Dr. P. Subba Rao. Personnel & Human Resource Management, Himalaya Publishing House                                         |
| 5          | Dr. K. Venkataramana. Human Resource Management (2011) : Himalaya Publishing House                                         |
| 6          | John W. Newstrom: Organizational Behaviour. Human Behaviour at Work. Tata McGraw Hill Education Private Limited, New Delhi |
| 7          | K.Aswathppa. Human Resource Management (2011). Tata McGraw Hill Education Pvt. Ltd, ND                                     |
| 8          | Dr. C.B. Gupta. Human Resource Management. Sultan and Sons                                                                 |
| 9          | Gay Dessler. Human Resource Management, 9th edi. Pearson Education 2003                                                    |
| 10         | C.S. VenkataRathnam & B.K.Srinivasa. Personal Management & Human Resource.TMPL                                             |

|                                               |                                                |          |                      |                   |          |
|-----------------------------------------------|------------------------------------------------|----------|----------------------|-------------------|----------|
| Course Title                                  | Human Resource Management ( <b>Practical</b> ) |          |                      | Practical Credits | 2        |
| Course Code                                   | BSCPYPN802                                     |          |                      | Contact Hours     | 60 Hours |
| Formative Assessment                          |                                                | 25 Marks | Summative Assessment |                   | 25 Marks |
| Practical Content                             |                                                |          |                      |                   |          |
| (Minimum 8 Practical to be conducted)         |                                                |          |                      |                   |          |
| <u>Assessment of</u>                          |                                                |          |                      |                   |          |
| 1. Long Employee Attitude                     |                                                |          |                      |                   |          |
| 2. Occupational Self Efficacy                 |                                                |          |                      |                   |          |
| 3. Organizational Climate                     |                                                |          |                      |                   |          |
| 4. Organizational Culture Scale               |                                                |          |                      |                   |          |
| 5. Vocational Interest Record                 |                                                |          |                      |                   |          |
| 6. Work Motivation                            |                                                |          |                      |                   |          |
| 7. Occupational Stress Index                  |                                                |          |                      |                   |          |
| 8. Employee Mental Health                     |                                                |          |                      |                   |          |
| 9. Burnout                                    |                                                |          |                      |                   |          |
| 10. Quality of Work Life                      |                                                |          |                      |                   |          |
| 11. FIRO – B                                  |                                                |          |                      |                   |          |
| 12. Team Effectiveness Scale                  |                                                |          |                      |                   |          |
| 13. Organizational Citizenship behaviour      |                                                |          |                      |                   |          |
| 14. Leadership                                |                                                |          |                      |                   |          |
| 15. Behaviour Anchor rating                   |                                                |          |                      |                   |          |
| STATISTICS: One Way ANOVA - Correlated Scores |                                                |          |                      |                   |          |

\*Compulsory Internship/Project/Case study of 30hrs

# **Psychology Question Paper Pattern (NEP-2020)**

## **Term End Examination for Discipline**

### **PAPER- THEORY (DSC)**

**Time: 2hours**

**Maximum of 60 marks.**

**I. Fill in the blanks with suitable words given 5x1=5**

- 1.
- 2.
- 3.
- 4.
- 5.

**II. Fill in the blanks 5x1=5**

- 6.
- 7.
- 8.
- 9.
- 10.

**III. Write a note on any Four of the following 4x5 =20**

- 11.
- 12.
- 13.
- 14.
- 15.

**IV. Answer the following 3x10=30**

16. a. OR  
b.
17. a. OR  
b.
18. a. OR  
b.

**\*Equal Weightage to all the Units**

**Psychology Question Paper Pattern (NEP-2020)**  
**Term End Examination for Discipline**

**PRACTICAL**

**Mark: 25 marks Internal**

- 05 marks for Journal records and
- 20 internal assessment examination

**End Semester Examination : 25 Marks (2 Experiments) \_**

- **Plan & Procedure : 03 Marks**
- Administration : 03 Marks
- Analysis and Discussion : 03 Marks

**Total for One experiment: 09 Marks**

- For Two experiments  $09+09 = 18$
- Statistics = 04 Marks
- Viva Voce = 03 Marks

**Grand Total = 25 Marks**

**\*Exam: 10 students per batch**

