

Course Code	Course Title					Core/Elective	
<b>HS203PS</b>	<b>Industrial Psychology</b>					Humanities and Social Sciences	
Prerequisite	Contact Hours per Week				CIE	SEE	Credits
	L	T	D	P			
-	3	-	-	-	30	70	3

### Course Objectives

The aim of undergoing this course is to develop an awareness of the major perspectives underlying the field of Industrial Psychology and understanding for the potential Industrial Psychology has for society and organizations now and in the future.

### Course Outcomes

After completing this course, the student will be able to:

- Understanding of key concepts, theoretical perspectives, and trends in industrial psychology.
- Evaluate the problems thorough and systematic competency model.
- Analyse the problems present in environment and design a job analysis method.
- Create a better work environment for better performance.
- Design a performance appraisal process and form for the human behavior.

### UNIT-I

**Introduction:** The role of the psychologist in industry, the field of occupational Psychology: Study of behaviour in work situation and applications of Psychological principles to problems of selection, Placement, Counselling and training

### UNIT-II

**Design of Work Environments:** Human engineering and physical environment techniques of job analysis, Social environment: Group dynamics in Industry Personal psychology, Selection, training, placement, promotion, counselling, job motivations, job satisfaction. Special study of problem of fatigue, boredom and accidents

### UNIT-III

**Understanding Consumer Behavior:** Consumer behaviour, study of consumer preference, effects of advertising, Industrial morale: The nature and scope of engineering psychology, its application to industry

### UNIT-IV

**Work Methods:** Efficiency at work, the concept of efficiency, the work curve, its characteristics, the work methods; hours of work, nature of work, fatigue and boredom, rest pauses. The personal factors; age abilities, interest, job satisfaction, the working environment, noise, illumination, atmospheric conditions, increasing efficiency at work; improving the work methods, Time and motion study, its contribution and failure resistance to time and motion studies, need for allowances in time and motion study.

### UNIT-V

**Work and Equipment Design:** Criteria in evaluation of job-related factor, job design, human factors, Engineering information, input processes, mediation processes, action processes, methods design, work space and its arrangement, human factors in job design. Accident and Safety: The

human and economic costs of accidents, accident record and statistics, the causes of accidents situational and individual factors related to accident reduction.

***Suggested readings:***

1. Tiffin, J and McCormic E.J., *Industrial Psychology*, Prentice Hall, 6th Edn., 1975.
2. McCormic E.J., *Human Factors Engineering and Design*, McGraw Hill, 4th Edn., 1976.
3. Mair, N.R.F., *Principles of Human relations*
4. Gilmer, *Industrial Psychology*
5. Ghiselli & Brown, *Personnel and Industrial Psychology*.
6. Myer, *Industrial Psychology*.
7. Dunnette, M.D., *Handbook of Industrial and Organizational Psychology*.
8. Blum & Taylor, *Industrial Psychology*