**9. INDUSTRIAL PSYCHOLOGY**

**Industrial Psychology**

The Realm of Behavioural Sciences- Sociology, Social and Cultural Anthropology and Psychology, as well as, Behaviour Aspects of Economics, Law, Politics, etc.; Field of Psychology; Nature and Scope of Industrial Psychology; Role of Industrial Psychologist in Management team.

**Understanding Human Behaviour**

Basic Behaviour Analysis; Behaviour as an Input-Output System. The perceptual Process; The Learning Process; Human Needs and Motivational Process; Motivated and Frustrated Behaviour; Defense Mechanisms; Personality Development-Heredity and Environment; Process of Social Maturation; Attitudes-Their formation and change; Behavioral Analysis in Perspective; Theory X &Theory Y.

**Human Problems in Industry**

Work and work, Environment; Work Attitudes and Work Ethic and their Effect on Job Performance, Placement, Induction and Adjustment of Monetary and Non-Monetary Incentives; Behavioural Implications of Reward System; Payment by Results, Job Performance and Hours of Work; Concept of Flexi-time; Fatigue, Boredom, Monotony; Measurement and Minimization of Fatigue; Job Enlargement; Job Enrichment; Accidents, Accident--Proneness and Developing Safety Attitudes; Psychology of Absenteeism and Labour Turnover.

**Organisation Structure and Process**

Formal Organisation; Organisation Structure and processes; Organisational Theories; Decision-Making and Organisational Communication Process; Control Process in Organisation; Technology and its Behavioural Implications in an Industrial Society.

**Organisational Behaviour Dynamics**

Scientific approach to Organisational Behaviour; 'The Field of Organisational Behaviour-an overview; Individual Dimension of Organisational Behaviour; Transactional Analysis; Personality and Organisation; Needs of Individual and of Organisations; Role and Role-Conflicts; Conflict and Change; Group Behaviour & Group Dynamics-Inter-Person Attraction and Group Formation; Group Development and Group Structure; Groups and Social Behaviour in Organisation; Groups and Inter-Personal Influence; Organisational Change and Development; Behaviourism, Behaviour Change and Improving Human Performance-Organisational Myths and Realities; Organisation Design and Informal Organisations; Effective Personnel Management and Organisational Change; Dealing with Anti-Work Attitudes; Work Revolution and Work Involvement; Motivation, Performance, Job Satisfaction and work Frustration; Development of New Work Ethic; Psychology of Organisational. Relationships; Organisational Morale, Organisational Change and Development; Creative Process and Organisational Environment; Creative and Innovative Individual; Management Team and Effective Team Leadership. Training and Development and Organisational Change; Group Dynamics and Scanlon Plan; Leadership and Personality of a Manager.

**Development of Leadership**

Leadership in Industry; Theories and Techniques; Motivation and performance; Leadership and changing behaviour in organisation; Leadership behaviour and effectiveness; Developing effective leadership--Leadership in decision-making. Creative thinking and timely action, effective communication; Leadership and problem solving; Training of leadership; Organisational Behaviour-Cross-cultural comparisons; Organisational Behaviour Research; Organisational Behaviour in the context of mixed economy.