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

Reference

Bandura A(1977	"Social Learning Theory" Prentice Hall Englewood Cliff N.J
Cattell R. B (1946)	Description and Measurement of Personality" World, New York.
Eysenck H. J and Eysenck S.B.J (1969)	"Personality Structure and Measurement" Rutledge, London
Eysenck M.W (1994)	"Individual Differences" Erlbaum Hillsdale NJ.
Michael G. Aamodt 2013	Industrail psychology , Cengage; 7 edition
Ekman P and Davidson R. J (Eds) (1994)	"The Nature of Emotions: Fundamental Questions" Oxford University Press, Oxford UK
Goleman, Daniel (1995)	"Emotional Intelligence: Why It Can matte More than IQ" Bantam Books, New York.
Luft Joseph (1973)	"On Human Interaction" Mayfield Publishing Company New York.
Goleman, Daniel (1998)	"Working With Emotional Intelligence" Bantam Books, New York.
Maddi S. R (2000)	"Personality Theories: A comparative Analysis" Waveland Press, Prospective Heights IL.