

**UNIVERSITY OF PUNE, PUNE 7**  
**PSYCHOLOGY**

*Syllabus for M.A. Part-II*

(Credit-point system to be implemented from 2009-10 at University Department)

The core papers are compulsory. The Department offers three optional areas. The student may choose any one optional area and complete six courses in the same. Three in the semester III & three in the semester IV. The three areas are: A.) Clinical Psychology. B) Industrial Psychology. C) Counselling Psychology.

The decision to provide given optional area/s in the particular academic year will be taken by the Head of the Department/ Departmental Committee.

<b>PAPER/ GROUP</b>	<b>SEMESTER III</b>	<b>Credit Points</b>	<b>SEMESTER IV</b>	<b>Credit points</b>
<b>CORE PAPER</b>	<b>EP 301: Personality</b>	<b>PSY 33 to PSY 36</b>	<b>EP 401: Motivation and Emotion</b>	<b>PSY 73 to PSY 76</b>
<b>GROUP A CLINICAL PSYCHOLOGY</b>	<b>EP 310: Psychopathology-I</b>	<b>PSY 37 to PSY 40</b>	<b>EP 410: Psychopathology-II</b>	<b>PSY 77 to PSY 80</b>
	<b>EP 311: Psycho-diagnostics and Community Mental Health</b>	<b>PSY 41 to PSY 44</b>	<b>EP 411: Psychotherapies</b>	<b>PSY 81 to PSY 84</b>
	<b>EP 312: Project</b>	<b>PSY 45 to PSY 48</b>	<b>EP 412: Practicum</b>	<b>PSY 85 to PSY 88</b>
<b>GROUP B INDUSTRIAL PSYCHOLOGY</b>	<b>EP 320: Personnel Psychology</b>	<b>PSY 49 to PSY 52</b>	<b>EP 420: Human Resource Management</b>	<b>PSY 89 to PSY 92</b>
	<b>EP 321: Organizational Behaviour</b>	<b>PSY 53 to PSY 56</b>	<b>EP 421: Organizational Development</b>	<b>PSY 93 to PSY 96</b>
	<b>EP 322: Project</b>	<b>PSY 57 to PSY 60</b>	<b>EP 422: Practicum</b>	<b>PSY 97 to PSY 100</b>
<b>GROUP C COUNSELLING PSYCHOLOGY</b>	<b>EP 330: Counselling Process</b>	<b>PSY 61 to PSY 64</b>	<b>EP 430: Guidance and Career Counselling</b>	<b>PSY 101 to PSY 104</b>
	<b>EP 331: Counselling Skills and Approaches</b>	<b>PSY 65 to PSY 68</b>	<b>EP 431: Areas of Counselling</b>	<b>PSY 105 to PSY 108</b>
	<b>EP 332: Project</b>	<b>PSY 69 to PSY 72</b>	<b>EP 432: Practicum</b>	<b>PSY 109 to PSY 112</b>

**IMPORTANT NOTE:**

**Students from departments other than of psychology seeking some credits in psychology will be permitted to offer only theory courses of M. A. Part I and EP-301 and EP-401 courses of M. A. Part II. Practicals of M.A. I and optional areas, project and practicum of M.A. II will not be available to them.**

**SEMESTER III**  
**CORE PAPER**  
**EP 301: PERSONALITY**  
**(Credits 4: PSY 33 to PSY 36)**

**OBJECTIVES:**

1. To provide the students with a comprehensive, rigorous and sympathetic treatment of centrally important theories of personality.
  2. To allow the students to observe and interpret individual differences in behaviour in the light of sound theoretical systems of personality.
  3. To acquaint them with the application of personality theories in different walks of life.
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**PSY 33: INTRODUCTION TO PERSONALITY [09]**

1. Definitions and nature of personality
2. Characteristics of good personality theory
3. Evaluation of personality theory
4. Approaches: Person-Situation Interaction, Idiographic & Nomothetic

**PSY 34: PSYCHOANALYTIC AND NEO PSYCHOANALYTIC THEORIES OF PERSONALITY [09]**

1. Classical Psychoanalysis: Sigmund Freud
2. Carl Jung
3. Adler, Horney,
4. Erik Erikson

**PSY 35: LEARNING, COGNITIVE, HUMANISTIC - EXISTENTIAL APPROACHES TO PERSONALITY [11]**

1. Learning perspectives: Dollard & Miller, Julian Rotter's expectancy model
2. Cognitive perspectives: Kelly's constructive alternativism
3. Humanistic perspectives: Abraham Maslow, Carl Rogers
4. Existential positions: Viktor Frankl, Rollo May

**PSY 36: TRAIT APPROACH AND CURRENT ISSUES [11]**

1. G. Allport, Raymond Cattell
2. Hans. J. Eysenck, Five Factor Model – Costa & McCrae
3. Current issues I: Cross-cultural research, experimental personality research
4. Current issues II: Consistency and temporal stability of personality and issues in social desirability.

**BOOKS FOR READING**

1. Hall, C.S., Lindzey, G., & Campbell, J.B. (2007). Theories of Personality. 4<sup>th</sup> Edn. Wiley: India.
2. Hall, C.S., Lindsey, G. & Campbell, J. B. (1998). Theories of Personality. New York: John Wiley & Sons.
3. Ryckman, R.M. (1978). Theories of Personality. D.Van Nostrand Company: New York.
4. Frager, R. & Fadiman, J. (2007). Personality and personal growth. 6<sup>th</sup> Edn. Pearson Prentice Hall, India.

5. Mayer, F.S & Sutton, K. (1996). *Personality: An integrative approach*. N.J.: Prentice-Hall.
6. Larsen & Buss *Personality Development*
7. Buck, R. (1976) *Human Motivation and Emotion*, New York: Wiley.
8. Endler, N.S., & Magnusson, D. (1976) *Interactional Psychology and Personality*. Hemisphere Pub. Corporation.
9. Kalat, J. W. (2000). *Biological psychology*. Wadsworth, Inc.
10. Schultz, D.P & Schultz, E.S. (2005). *Theories of personality*. Delhi: Thomson Wadsworth.
11. Kaplan, H.B. (1996), *Psychological stress from the perspective of self-theory*. In: H.B. Kaplan (Ed) *Psychological stress*. N.Y. Academic Press:
12. Kuppaswami, B. (1985) *Elements of ancient Psychology*. Delhi: Vani Educational Books.
13. Lazarus, R.S. and Monat, A. (1979). *Personality*. Prentice Hall, Inc.
14. McCrae, R.R. & Allik, J. (eds) (2002). *Five-factor model across cultures*. Dordrecht: Netherlands: Kluwer.
15. London, H. & Exner, J.E. (1978) *Dimensions of Personality*. New York: Wiley
16. Oatley, K. & Jenkins, J. M. (1992). *Understanding emotions*. Cambridge: Blackwell publishers.
17. Franken, R. E. (2007). *Human motivation*. USA: Thomson Higher Education.
18. Mischel, W.; Shoda, Y.; & Smith, R. E. (2004). *Introduction to personality*. John Wiley & Sons
19. Feshbach, S. & Weiner, B. (1991) (3<sup>rd</sup> ed). *Personality*. Toronto: Health & Co.
20. Pervin, L.A. (1996). *The science of personality*. NY: John Wiley & Co.
21. Kundu, C.L. (1989). *Personality development*. ND: Sterling Pub.
22. Tart, C.T. (ed) (1975). *Transpersonal psychology*. NY: Holt, Rinehart & Winston.

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## **GROUP A - CLINICAL PSYCHOLOGY**

### **SEMESTER III**

#### **EP 310: PSYCHOPATHOLOGY-I**

**(Credits 4: PSY 37 to PSY 40)**

##### **OBJECTIVES:**

To acquaint the students with:

1. Current systems of classification of Mental Disorders
  2. The symptomatology of different psychological disorders
  3. The etiology and dynamics of the disorders with respect to various theoretical approaches
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##### **PSY 37: CLASSIFICATION OF MENTAL DISORDERS AND PARADIGMS IN PSYCHOPATHOLOGY [10]**

1. Pre-DSM classifications and their critique: Brief history of DSM
2. Multiaxial classification: DSM IV/IV-TR
3. International classification of diseases: ICD 10
4. Current Paradigms in psychopathology: Statistical-cum-Psychometric, Biological, Psychoanalytic, Behavioristic and learning, Cognitive, Humanistic- existential, Diasthesis- Stress and Bio-Psycho-Social Paradigm

##### **PSY 38: ANXIETY, SOMATOFORM, DISSOCIATIVE AND PSYCHO-PHYSIOLOGICAL DISORDERS: SYMPTOMS, ETIOLOGY & TREATMENT [10]**

1. Anxiety Disorders
2. Psycho physiological Disorders: Ulcer, Cancer, Cardiovascular Disorders and Asthma
3. Somatoform disorders
4. Dissociative Disorders

##### **PSY 39: SCHIZOPHRENIA AND RELATED DISORDERS [10]**

1. Historical antecedents: Kraepelin's and Bleuler's description; DSM IV, ICD 10 diagnosis,
2. Clinical symptoms and types of Schizophrenia
3. Schizophrenic spectrum disorders: Types, symptoms & interventions.
4. Etiological factors and theories of schizophrenia and delusional disorders

##### **PSY 40: MOOD, EATING AND SLEEP DISORDERS [10]**

1. Mood Disorders: Symptoms, etiology, types and treatment
2. Etiology and treatment of Mood Disorders
3. Suicide & parasuicide: Types, causes and interventions
4. Eating disorders and sleep disorders: symptoms, etiology and treatment

**BOOKS FOR READING:**

1. Carson, R.C., Butcher, J.N., Mineka, S., & Hooley, J.M. (2007). *Abnormal Psychology*, 13<sup>th</sup> Edn. Pearson Education, India.
2. Sarason, I.G. & Sarason, R.B. (2002). *Abnormal psychology: The problem of maladaptive behavior* (10<sup>th</sup> ed.). Delhi: Pearson Education.
3. Barlow, D.H. & Durand, V.M. (1999). *Abnormal psychology* (2<sup>nd</sup> ed.). Pacific Grove: Books/Cole.
4. Nolen- Hoeksema, S. (2004). *Abnormal Psychology* 3<sup>rd</sup> Edn. McGraw Hill: New York, USA.
5. Alloy, L.B., Riskind, J.H., & Manos, M.J. (2005). *Abnormal Psychology: current perspectives*. 9<sup>th</sup> Edn. Tata McGraw-Hill: New Delhi, India.
6. Davison, G.C., Neal, J.M. & Kring, A.M. (2004). *Abnormal psychology*. (9<sup>th</sup> ed.). New York: Wiley.
7. Comer, R.J. (2007). *Abnormal psychology* (6<sup>th</sup> ed.). New York: Worth Publishers.
8. Fauman, M.A. (1996). *Study guide to DSM-IV*. Jaypee Brothers.
9. First, M.B. & Tasman, A. (2004). *DSM-IV-TR mental disorders: Diagnosis, etiology, and treatment*. New York: Wiley.
10. World Health Organization (1992). *The ICD-10 Classification of mental and behavioral disorders: Clinical description and diagnostic guidelines*: Delhi: Oxford University Press.
11. Puri, B.K., Laking, P.J. & Treasaden, I.H. (1996). *Textbook of psychiatry*. New York: Churchill Livingsto.

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## SEMESTER III

### EP 311: PSYCHO DIAGNOSTICS AND COMMUNITY MENTAL HEALTH

(Credits 4: PSY 41 to PSY 44)

#### OBJECTIVES:

To acquaint the students with the:

1. Theories of mental illness
  2. Psycho diagnostic procedures
  3. Concept of community mental health
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#### PSY 41: THEORETICAL PERSPECTIVES OF MENTAL HEALTH [09]

1. Psychoanalytic and Neo Psychoanalytic views
2. Behaviouristic & Cognitive views
3. Humanistic & Existential views
4. Biological Models

#### PSY 42: PSYCHO DIAGNOSTIC PROCEDURES-I [10]

1. Tests of intelligence and cognitive functions
2. Neuropsychological tests
3. Behavioural Assessment
4. Clinical interview (SCID system)

#### PSY 43: PSYCHO DIAGNOSTIC PROCEDURES-II [11]

1. Personality tests & Inventories
2. Projective tests
3. Tests for special population: Infants, intellectually challenged, Motor and speech handicapped
4. Clinical interpretation & report writing.

#### PSY 44: COMMUNITY MENTAL HEALTH [10]

1. Role of clinical Psychologists in medical & non-medical set –ups
2. Community mental health & its contribution in the current status of cancer & HIV / AIDS
3. Health enhancing behaviours
  - a. Accident prevention: Home and workplace accidents, vehicle accidents
  - b. Cancer-related health behaviours: Breast self-examination, mammograms, testicular self-examination, colorectal cancer screening
4. Role of community Psychologist in preventing social deviant behaviour

### **BOOKS FOR READING:**

1. Sarason, I. G. and Sarason, B. R. (2005). *Abnormal Psychology*. N.D.: Dorling Kindersley.
2. Carson, R.C., Butcher, J.N., Mineka, S., & Hooley, J.M. (2007). *Abnormal Psychology*, 13<sup>th</sup> Edn. Pearson Education, India.
3. Barlow, D.H. & Durand, V.M. (1999). *Abnormal psychology* (2<sup>nd</sup> ed.). Pacific Grove: Books/Cole.
4. Davison, G.C., Neal, J.M. & Kring, A.M. (2004). *Abnormal psychology*. (9<sup>th</sup> ed.). New York: Wiley.
5. Nolen- Hoeksema, S. (2004). *Abnormal Psychology* 3<sup>rd</sup> Edn. McGraw Hill: New York, USA.
6. Alloy, L.B., Riskind, J.H., & Manos, M.J. (2005). *Abnormal Psychology: current perspectives*. 9<sup>th</sup> Edn. Tata McGraw-Hill: New Delhi, India.
7. Taylor, S. (2006) 6<sup>th</sup> ed. *Health psychology*. ND: Tata McGraw-Hill
8. Brannon, L. & Feist, J. (2007). *Introduction to health psychology*. Singapore: Thomson Wadsworth.
9. Anastasi, A., & Urbina, S. (2005). *Psychological Testing*. 7<sup>th</sup> edn. Pearson Education: India.
10. Wolman, B.B. (ed.) (1975). *Handbook of clinical psychology*. New York: McGraw-Hill.
11. Sundberg, N.D., Winebarger, A.A.& Taplin, J.R. (2002). *Clinical psychology: Evolving theory, practice and research*. Upper Saddle River, N.J.: Prentice-Hall.
12. Lezak, M.D. (1995). *Neuropsychological assessment*. New York: Oxford University Press.
13. Kapur, M. (1995). *Mental health of Indian children*. New Delhi: Sage.
14. Kellerman, H. & Burry, A.(1981). *Handbook of diagnostic testing: Personality analysis and report writing*. New York: Grune & Stratton
15. Rychlak, F. (1973). *Introduction to personality and psychopathology*. New York: Houghton Mifflin.
16. Kaplan, H. I., Sadock, B. J., & Grebb, J. A. (1994). *Kaplan and Sadock's synopsis of psychiatry: Behavioral sciences, clinical psychiatry*\_(7<sup>th</sup> ed.). New Delhi: B. I. Waverly Pvt. Ltd.

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## SEMESTER III

### EP 312: PROJECT (Credits 4: PSY 45 to PSY 48)

#### Project in the area of Clinical Psychology:

##### Notes:

##### **General**

1. Each batch of project should consist of maximum 8 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 8 lecture periods.
4. Students should select a problem pertinent to their specialization area in consultation with teacher concerned.
5. Sample size should be minimum 30 in each group, e.g.: Normal and maladapted.
6. Project report should be written in APA format.
7. Eligibility for the Project Examination is subject to Certification of Project by the teacher-in-charge and HoD.

##### **Assessment – 100 marks**

1. Project assessment will be based on presentation of project before the examiners.
2. There will be 50 marks for project report and 50 marks for presentation & viva-voce.

##### **Evaluation of Project Report – 50 marks**

Division of marks for project report will be as follows and will be based on suitability and appropriateness of the report with respect to:

1. Problem selected, its rationale and significance – 5
2. Review work – 10
3. Methodology
  - Hypothesis – 10
  - Design and Analysis – 10
4. Interpretation, Discussion & Implication – 10
5. Overall quality of the report – 5

##### **Presentation & Viva-voce – 50 marks**

1. Presentation – 20 marks
2. Viva-voce – 30 marks

##### **Examination – 100 marks**

1. Departmental committee will decide the evaluation system of the students.
2. Each batch will consist of only 8 students
3. Duration of examination for each batch will be 4 hours.

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## **GROUP B- INDUSTRIAL PSYCHOLOGY**

### **SEMESTER III**

#### **EP 320: PERSONNEL PSYCHOLOGY**

**(Credits 4: PSY 49 to PSY 52)**

#### **OBJECTIVES:**

To acquaint the students with:

1. The basic concepts in Personnel Psychology.
  2. Role of job analysis and competency mapping in job description
  3. The process of recruitment and selection.
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#### **PSY 49: INTRODUCTION TO PERSONNEL PSYCHOLOGY [09]**

1. Nature, scope and functions of personnel psychology
2. Utility theory
3. Systems view of personnel psychology
4. Personnel psychology: Current practices and emerging trends

#### **PSY 50: JOB ANALYSIS, COMPETENCY MAPPING AND EVALUATION [10]**

1. Meaning and importance of job analysis and writing a good job description
2. Competency mapping approach
3. Employment profile
4. Job evaluation

#### **PSY 51: RECRUITMENT AND PERSONNEL SELECTION [11]**

1. Recruitment Planning and methods of recruitment
2. Selection methods: Interview, psychological tests, references, bio-data, assessment centres
3. Managerial selection: Criteria of managerial effectiveness and selection instruments (personality and interest inventories)
4. Evaluating selection procedure and techniques

#### **PSY 52: PERFORMANCE APPRAISAL [10]**

1. Objectives and development of performance appraisal system
2. Objective measures (Miner), and 360 Degree Appraisal System
3. Communicating appraisal results
4. Benefits and limitations of performance appraisal

#### **BOOKS FOR READING:-**

1. Descenzo, D. A. & Robbins, S. P. (1989). *Personnel human resource management*. USA: Prentice-Hall
2. Aamodt, M.G. (2007). *Industrial and organizational psychology: An applied approach*. US: Thomson & Wadsworth.
3. Pareek, U. and Rao, T.V. (2003). *Designing and managing human resource systems*. N.D.: Oxford & IBH.
4. Pattanayak, B. (2005). *Human resource management*. 3<sup>rd</sup> ed. N.D.: Prentice-Hall.
5. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8<sup>th</sup> ed. N.D.: Pearson Edu.

6. Miner, J.B. (1992). *Industrial and organizational psychology*. McGraw-Hill.
7. Mullins, L.J. (2007) 7<sup>th</sup> ed. *Management and organizational behaviour*. N.D.: Pearson Edu.
8. Cascio, W.F. (2006). *Managing human resources: Productivity, quality of work life, profits*. N.Y.: Tata McGraw Hill.
9. Dessler, G. (2008). *Human resource management, 10<sup>th</sup> ed.* N.D.: Dorling Kindersley India Pvt. Ltd.
10. Robbins, S.P. & Sanghi, S. (2007). *Organizational behavior* (11<sup>th</sup> ed.). New Delhi: Pearson Education.
11. Luthans, F. (1995). *Organizational behavior* (7<sup>th</sup> ed). New York: McGraw-Hill, inc.
12. Cascio, W.F. (1987). *Applied psychology in personnel management*. (3rd ed). USA: Prentice Hall.
13. Dessler, G. (1998). *Human resource management* (7th ed). New Delhi: Prentice-Hall of India.
14. Berry, L.M. (1998). *Psychology at work: An introduction to industrial and organizational psychology* (2nd ed.). New York: McGraw-Hill.
15. Ivancevich, J.M. & Gluek, W.F. (1983). *Foundations of personnel/human resource management*. Plane Texas: U.S.A. Business Pub.Inc.
16. McCormic, E.J.& Ilgen, D.(1980). *Industrial psychology* (7th ed). London: George Allen and Unwin.
17. McShane, S.L. & Von Glinow, M.A. (2000). *Organizational behavior*, New Delhi: Tata McGraw-Hill.

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**SEMESTER III**  
**EP 321: ORGANIZATIONAL BEHAVIOUR**  
**(Credits 4: PSY 53 to PSY 56)**

**OBJECTIVES:**

To acquaint the students with:

1. The nature of organizational behaviour
  2. Different approaches to motivation
  3. Models of leadership and importance of empowerment in organizations.
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**PSY 53: FUNDAMENTALS OF ORGANIZATIONAL BEHAVIOUR [09]**

1. Nature of organizational behaviour
2. Models of OB: Autocratic, Custodial, Supportive, Collegial, System
3. Trends of OB
4. Organizational culture

**PSY 54: MOTIVATION IN ORGANIZATION [11]**

1. Motivating by meeting needs and managerial applications: Maslow, Adlerfer, Herzberg, and McClelland.
2. Motivating by setting goals: Goal setting theory and setting effective performance goals.
3. Motivating by being fair: Distributive justice, Equity theory, procedural justice, interactional justice, and organizational justice.
4. Motivating by altering expectations and by structuring jobs: VIE model, Porter & Lawler model, Quality of Work Life model, job enrichment and job enlargement, Hackman & Oldham's job characteristics model.

**PSY 55: LEADERSHIP, POWER AND EMPOWERMENT [11]**

1. Behavioural approach to leadership style.
2. Contingency approach to leadership: Fiedler's contingency model; Hersey & Blanchard's situational leadership model; path goal model; and Vroom's decision making model.
3. Emerging approaches to leadership: Transactional leadership, transformational leadership; substitutes and enhancers for leadership; and self & super leadership.
4. Empowerment: Meaning, process, and programs for participation.

**PSY 56: COMMUNICATION, CONFLICT AND STRESS [09]**

1. Organizational communication: Meaning, functions, directions and methods of improving communication, types (formal-informal, electronic) (Robbins).
2. Interpersonal and inter-group conflicts, work-family conflict (Schultz & S), strategies for conflict resolution.
3. Work stress: Sources, consequences, managing stress (individual and organizational approaches) .
4. Employees counselling.

### **BOOKS FOR READING:-**

1. Mullins, L.J. (2007) 7<sup>th</sup> ed. *Management and organizational behaviour*. N.D.: Pearson Edu.
2. McShane, et al. (2006). 1<sup>st</sup> reprint. *Organizational behaviour*. N.D.: Tata McGraw-Hill
3. Newstrom, J.W. (2007). *Organizational behaviour: Human behaviour at work*. N.D.: Tata McGraw-Hill.
4. Greenberg, J. and Baron, R.A. (2003). *Behaviour in organizations*. N.D.: Pearson Edu.
5. Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). *Organizational behaviour*. N.D.: Pearson Prentice Hall.
6. Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). *Organizational behaviour and management*. Delhi: Tata Mc-Graw Hill.
7. French, W.L.; Bell, C.H.; & Zawacki, R.A. (2006). *Organization development and transformation: Managing effective change*. Delhi: Tata Mc-Graw Hill.
8. Pareek, U. and Rao, T.V. (2003). *Designing and managing human resource systems*. N.D.: Oxford & IBH.
9. Robbins,S. (2001). *Organizational behavior*. (9<sup>th</sup> ed.). New Delhi: Prentice Hall of India.
10. Luthans, F. (1995). *Organizational behaviour* (7<sup>th</sup> ed.). NY: McGraw-Hill Inc.
11. Rao, V.S.P. and Narayana, P.S. (1995). *Organization theory and behaviour* (2<sup>nd</sup> ed.).New Delhi: Konark Pub. Pvt.Ltd.
12. Hersey, P. & Blanchard, K.H. (1982). *Management of organizational behaviour utilizing human resources* (4<sup>th</sup> ed.). Prentice –Hall
13. Greenberge, J. & Baron, R.A. (2005). *Behavior in organizations* (8<sup>th</sup> ed). NewDelhi: Pearson Education.
14. Berry, L. (1998). *Psychology of work* (2<sup>nd</sup> ed.) New York: McGraw-Hill
15. McShane, S. L. and Von Glinow, M. A. (2000). *Organizational behavior: Emerging realities for the workplace revolution*. New Delhi: Tata McGraw-Hill.
16. Cooper, C. L. and Robertson, I. T. (eds) (1988). *International review of industrial and organizational psychology*. New York: John Wiley.
17. Pareek, U. & Rao,T. V. (1986). *Designing and managing human resources systems*. New Delhi : Oxford and IBM

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**SEMESTER III**  
**EP 322: PROJECT**  
**(Credits 4: PSY 57 to PSY 60)**

**Project in the area of Industrial Psychology:**

**Notes:**

**General**

1. Each batch of project should consist of maximum 8 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 8 lecture periods.
4. Students should select a problem pertinent to their specialization area in consultation with teacher concerned.
5. Sample size should be minimum 30 in each group (e.g. Control and experimental) \*.
6. Project report should be written in APA format.
7. Eligibility for the Project Examination is subject to Certification of Project by the teacher-in-charge and HoD.

\* This will be subject to the nature of the industrial project

**Project Assessment – 100 marks**

1. Project assessment will be based on presentation of project before the examiners.
2. There will be 50 marks for project report and 50 marks for presentation & viva-voce.

**Evaluation of Project Report – 50 marks**

Division of marks for project report will be as follows and will be based on suitability and appropriateness of the report with respect to:

1. Problem selected, its rationale and significance – 5
2. Review work – 10
3. Methodology
  - a. Hypothesis – 10
  - b. Design and Analysis – 10
4. Interpretation, Discussion & Implication – 10
5. Overall quality of the report – 5

**Presentation & Viva-voce – 50 marks**

1. Presentation – 20 marks
2. Viva-voce – 30 marks

**Examination – 100 marks**

1. Departmental committee will be decide the evaluation system of the students.
2. Each batch will consist of only 8 students
3. Duration of examination for each batch will be 4 hours.

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## **GROUP C: COUNSELLING PSYCHOLOGY**

### **SEMESTER III**

### **EP 330: COUNSELLING PROCESS**

**(Credits 4: PSY 61 to PSY 64)**

#### **OBJECTIVES:**

1. To familiarize students with the nature and process of counselling.
  2. To acquaint students with various assessment techniques
  2. To expose the students to the various types of intervention and strategies.
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#### **PSY 61: NATURE AND GOALS OF COUNSELLING [10]**

1. Definition and goals of counselling
2. Training, job setting and activities of counsellor
3. Stages of the counselling process
4. Written communication and counselling
5. Aims and objectives of record keeping
6. File composition

#### **PSY 62: BUILDING THE RELATIONSHIP AND IN-DEPTH EXPLORATION**

**[10]**

1. Communication and building the counselling relationship
2. The core conditions of counselling
3. Counsellor's actions that impede communication
4. In depth exploration
  - i. Goals and methods
  - ii. Advanced empathy
  - iii. Immediacy
  - iv. Confrontation
  - v. Interpretation
  - vi. Role playing

#### **PSY 63: COMMITMENT TO ACTION AND TERMINATION [10]**

1. The Process of goal setting
2. 3.2 Design and implication of action plans
3. Termination
4. Ethical principles of counselling.

#### **PSY 64: PSYCHOLOGICAL ASSESSMENT AND DIAGNOSIS IN COUNSELLING [10]**

1. Components of effective assessment
2. Inter-disciplinary implications and guidelines for human assessment
3. Non-standardized techniques for human assessment
  - i. Observations
  - ii. Rating Scales
  - iii. Anecdotal Reports
  - iv. Autobiography
  - v. Questionnaire
  - vi. Structural interview and Intake interviews
4. Standardized techniques for human assessment

- i Intelligence Test
- ii. Aptitude Test.
- iii. Interest Test
- iv. Achievement Test.
- v. Personality Test
- vi. Diagnostic Test

**BOOKS FOR READING:-**

1. Feltham, C. & Horton, I.E. (ed) (2006). *The Sage handbook of Counselling and Psychotherapy* (2<sup>nd</sup> ed.). London: Sage Publication.
  2. Gibson, R.L., Mitchell, M.H. (2005). *Introduction to counselling and guidance* (6<sup>th</sup> ed.). Delhi: Pearson education Pte.Ltd.
  3. Gelso, C.J., Fretz, B.R. (1995) *Counselling psychology*. Banglore: Prism books Pvt.Ltd
  4. Gregory, R.J. (2005). *Psychological Testing* (4<sup>th</sup> ed.). Delhi: Pearson education Pte.Ltd.
  5. Rao, S.N. (2006). *Couselling and guidance* (2<sup>nd</sup> ed). New Delhi: Tata McGraw-Hill Publishing Co. Ltd.
  6. Patterson, L.E., Welfel, E.R. (2000). *The counselling process* (5<sup>th</sup> ed.). Belmont: Wodsworth/Thomson Learning.
  7. Nelson R. Jones (2000). *Introduction to counselling skills, text and activities*. London: Sage Publication.
  8. Cohen, R.J., Swerdlik, M.E. (2005). *Psychological testing and assessment* (6<sup>th</sup> ed.). Delhi: Tata McGraw-Hill.
  9. Dalai Lama, His Holiness the & Cutler, S.C. (1998). *The art of happiness: The handbook for living*. Sidney: Hodder.
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**SEMESTER III**  
**EP 331: COUNSELLING SKILLS AND APPROACHES**  
**(Credits 4: PSY 65 to PSY 68)**

**OBJECTIVES:**

1. To Familiarize students with the various counselling skills
  2. To acquaint students with various approaches of counseling
- 

**PSY 65: INTRODUCTION TO COUNSELLING SKILLS [10]**

1. Helpers and counselling skills
2. Creating mind skills
3. Creating communication and feelings
4. Helping as a process

**PSY 66: COUNSELLING SKILLS [10]**

1. Listening skills: Active listening, showing that you are listening, paraphrasing skills, reflecting-feeling skills, listening mistakes.
2. Questioning skills: Types of questions, areas of questions, information.
3. Challenging skills: Feedback skills, disclosing skills.
4. Monitoring skills: Referral skills, identifying unhelpful thinking.

**PSY 67: THEORIES OF COUNSELLING [10]**

1. Psychoanalytic theory
2. Person-centered theory
3. Cognitive behavioural theories.
4. Brief theories.

**PSY 68: COUNSELLING AND PSYCHOTHERAPY [10]**

1. a. Transactional Analysis  
b. Rational Emotive Behavioural Therapy
2. Reality Therapy
3. Logo Therapy
4. Multimodal Therapy

**BOOKS FOR READING:-**

1. Feltham, C. & Horton, I.E. (ed) (2006). *The Sage handbook of Counselling and Psychotherapy* (2<sup>nd</sup> ed.). London: Sage Publication.
2. Gibson, R.L., Mitchell, M.H. (2005). *Introduction to counselling and guidance* (6<sup>th</sup> ed.) Delhi: Pearson education Pte.Ltd.
3. Gelso, C. J., Fretz B.R. (1995) *counselling psychology*. Bangalore: Prism books Pvt.Ltd
4. Gregory, R.J. (2005). *Psychological Testing* (4<sup>th</sup> ed.). Delhi: Pearson education Pte.Ltd.
5. Rao, S.N. (2006). *Couselling and guidance* (2<sup>nd</sup> ed). New Delhi: Tata McGraw-Hill Publishing Co.Ltd.
6. Patterson, L.E., Welfel, E.R. (2000). *The counselling process* (5<sup>th</sup> ed.). Belmont: Wodsworth/Thomson Learning.
7. Nelson, R., Jones (2000). *Introduction to counselling skills, text and activities* London: Sage Publication.

8. Cohen, R.J., Swerdlik, M.E. (2005). *Psychological testing and assessment* (6<sup>th</sup> ed.) Delhi: Tata McGraw-Hill.
9. Dalai Lama, His Holiness the & Cutler, S.C. (1998). *The art of happiness: The handbook for living*. Sidney: Hodder.

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**SEMESTER III**  
**EP 332: PROJECT**  
**(Credits 4: PSY 69 to PSY 72)**

**Project in the area of Counselling Psychology:**

**Notes:**

**General**

1. Each batch of project should consist of maximum 8 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 8 lecture periods.
4. Students should select a problem pertinent to their specialization area in consultation with teacher concerned.
5. Sample size should be minimum 30 in each group, e.g.: comparative & correlational studies.
6. Project report should be written in APA format.
7. Eligibility for the Project Examination is subject to Certification of Project by the teacher-in-charge and HoD.

**Assessment – 100 marks**

1. Project assessment will be based on presentation of project before the examiners.
2. There will be 50 marks for project report and 50 marks for presentation & viva-voce.

**Evaluation of Project Report – 50 marks**

Division of marks for project report will be as follows and will be based on suitability and appropriateness of the report with respect to:

1. Problem selected, its rationale and significance – 5
2. Review work – 10
3. Methodology
  - a. Hypothesis – 10
  - b. Design and Analysis – 10
4. Interpretation, Discussion & Implication – 10
5. Overall quality of the report – 5

**Presentation & Viva-voce – 50 marks**

1. Presentation – 20 marks
2. Viva-voce – 30 marks

**Examination – 100 marks**

1. Departmental committee will be decide the evaluation system of the students.
2. Each batch will consist of only 8 students
3. Duration of examination for each batch will be 4 hours.

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## SEMESTER IV

### Core Paper

#### EP 401: MOTIVATION AND EMOTION

(Credits 4: PSY 73 to PSY 76)

##### OBJECTIVES:

1. To provide comprehensive overview of the major theories of motivation and emotion
  2. To create awareness about the role of biological factors in motivation and emotion.
  3. To emphasize the importance of positive and negative emotions in human life.
- 

##### PSY 73: APPROACHES AND THEORETICAL FOUNDATIONS [09]

1. Concepts and Components of Motivation and Emotion
2. Approaches to the study of Motivation and emotion: Physiological, Ethological, Cognitive, Socio-cultural, Developmental- interactionistic
3. Motivation: Murray, Atkinson, and McClelland
4. Emotion: James-Lange, Cannon-Bard, Schachter-Singer

##### PSY 74: PHYSIOLOGICAL BASES OF MOTIVATION & EMOTION [09]

1. Autonomic Nervous System
2. The endocrine system
3. The immune system
4. The Central nervous system
5. Psychophysiological measures

##### PSY 75: NEURAL & PERIPHERAL MECHANISMS OF MOTIVATION & EMOTION [11]

1. Mechanisms of hunger and thirst
2. Mechanisms of sex and sleep
3. Aggression and social attachment
4. Cerebral lateralization of cognition and emotion

##### PSY 76: POSITIVE AND NEGATIVE EMOTIONS [11]

1. Depression: Conceptualization and its relation to health
2. Stress: Immunity, illness, coping and anxiety; State Trait Model, and its relation to health and performance
3. Anger: Causes, state trait model and its relation to health
4. Positive Emotions: Fredrikson's Broaden and Build theory of Positive Emotions and optimism
5. Emotional intelligence: Conceptualization and Measurement

##### BOOKS FOR READING:-

1. Franken, R. E. (2007). *Human motivation*. USA: Thomson Higher Education.
2. Buck, R. (1976) *Human Motivation and Emotion*, New York: Wiley.
3. Hall, C.S., Lindzey, G., & Campbell, J.B. (2007). *Theories of Personality*. 4<sup>th</sup> Edn. Wiley: India.
4. Hall, C.S., Lindsey, G. & Campbell, J. B. (1998). *Theories of Personality*.
5. Carlson, N. R. (2007). *Foundations of physiological psychology*. N.D.: Pearson Edu.

6. Pinel, J.P.J. (2007). *Biopsychology*. N.D.: Pearson Edu.
7. Endler, N.S., & Magnusson, D. (1976) *Interactional Psychology and Personality*. Hemisphere Pub. Corporation.
8. Kalat, J. W. (2000). *Biological psychology*. Wadsworth, Inc.
9. Ryckman, R.M. (1978). *Theories of Personality*. D.Van Nostrand Company: New York.
10. Misra, G. (ed) (1999). *Psychological perspectives on stress and health*. ND: Concept.
11. Salovey, P. & Sluyter, D. (eds) (1997). *Emotional development and emotional intelligence: Implications for educators*. NY: *Basic Books*.
12. Frager, R. & Fadiman, J. (2007). *Personality and personal growth*. 6<sup>th</sup> Edn. Pearson Prentice Hall, India.
13. Mayer, F.S & Sutton, K. (1996). *Personality: An integrative approach*. N.J.: Prentice-Hall.
14. Pestonjee, D.M., Pareek, U. & Agrawal, R. (eds) (1999). *Studies in stress and its management*. ND: Oxford & IBH.
15. Kassinove, H. (ed) (1995). *Anger disorders: Definition, diagnosis and treatment*. Washington, D.C.: Taylor & Francis.
16. Borod, J. (ed) (2000). *The neuropsychology of emotions*. Oxford: Oxford University Press.
17. Endler, N.S., & Magnusson, D. (1976) *Interactional Psychology and Personality*. Hemisphere Pub. Corporation.
18. Kalat, J. W. (2000). *Biological psychology*. Wadsworth, Inc.
19. Schultz, D.P & Schultz, E.S. (2005). *Theories of personality*. Delhi: Thomson Wadsworth.
20. Kaplan, H.B. (1996), Psychological stress from the perspective of self-theory. In: H.B. Kaplan (Ed) *Psychological stress*. N.Y. Academic Press:
21. Kuppaswami, B. (1985) *Elements of ancient Psychology*. Delhi: Vani Educational Books.
22. Lazarus, R.S. and Monat, A. (1979). *Personality*. Prentice Hall, Inc.
23. London, H. & Exner, J.E. (1978) *Dimensions of Personality*. New York: Wiley
24. Oatley, K. & Jenkins, J. M. (1992). *Understanding emotions*. Cambridge: Blackwell publishers.
25. Mischel, W.; Shoda, Y.; & Smith, R. E. (2004). *Introduction to personality*. John Wiley & Sons.
26. Ekman, P. & Davidson, R.J. (1995). *The nature of emotion: Fundamental questions*. NY: Oxford University Press.
27. Taylor, S. (1999). *Health psychology*. ND: McGraw-Hill.

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**SEMESTER IV**  
**EP 410: PSYCHOPATHOLOGY - II**  
(Credits 4: PSY 77 to PSY 80)

**OBJECTIVES:**

To acquaint the students with:

1. Current systems of classification of mental disorders
2. The symptomatology of different psychological disorders
3. The etiology and dynamics of psychological disorders with respect to theoretical approaches

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**PSY 77: DISORDERS OF CHILDHOOD, ADOLESCENCE AND OLDAGE**

[10]

1. Classification of childhood & Adolescent's disorders
2. Mental retardation, Autism and ADHD
3. Learning disabilities and Autism
4. Treatment and prevention of childhood disorders
5. Brain disorders of old age: Delirium and dementia.

**PSY 78: PERSONALITY DISORDERS AND SUBSTANCE-RELATED DISORDERS**

[10]

1. Personality disorders and their types
2. Etiology and treatment strategies for personality disorders
3. Substance abuse disorders: alcohol, nicotine, depressants, stimulants, hallucinogens and other drugs.
4. Treatment strategies for substance related disorders.

**PSY 79: COGNITIVE DISORDERS AND SEXUAL DISORDERS**

[10]

1. Brain impairment disorders: Brain tumors, degenerative disorders.
2. Epilepsy
3. Cognitive disorders
4. Sexual and gender variants: the paraphilias and Gender identity disorders
5. Sexual dysfunctions, and causal factors and treatments for sexual disorders.

**PSY 80: IMPULSE CONTROL DISORDERS AND ADJUSTMENT DISORDERS**

[10]

1. Intermittent Explosive Disorder and Pathological Gambling
2. Kleptomania and trichotillo mania
3. Adjustment Disorders
4. Treatment and intervention of stress disorders

**BOOKS FOR READING:**

1. Carson, R.C., Butcher, J.N., Mineka, S., & Hooley, J.M. (2007). *Abnormal Psychology*, 13<sup>th</sup> Edn. Pearson Education, India.
2. Davison, G.C. Neal, J.M. & Kring, A.M. (2004). *Abnormal psychology*. (9<sup>th</sup> ed.). New York: Wiley.
3. Comer, R.J. (2007). *Abnormal psychology* (6<sup>th</sup> ed.). New York: Worth Publishers.
4. Barlow, D.H. & Durand, V.M. (1999). *Abnormal psychology* (2<sup>nd</sup> ed.). Pacific Grove: Books/Cole.

5. Alloy, L.B., Riskind, J.H., & Manos, M.J. (2006). *Abnormal psychology: Current perspectives* (9<sup>th</sup> ed.). Delhi: Tata McGraw-Hill.
6. Sarason, I.G, & Sarason, R.B. (2002). *Abnormal psychology: The problem of maladaptive behavior* (10<sup>th</sup> ed.). Delhi: Pearson Education.

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**SEMESTER IV**  
**EP 411: PSYCHOTHERAPIES**  
**(Credits 4: PSY 81 to PSY 84)**

**OBJECTIVES:**

To acquaint the students with:

1. Psychotherapy as a form of treatment of mental illness
2. Different psychotherapies.

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**PSY 81: INTRODUCTION TO PSYCHOTHERAPIES [09]**

1. Definition and nature of psychotherapy
2. Psychotherapeutic procedures: Basic skills
3. Psychoanalytic therapies: Classical and modern
4. Transactional Analysis

**PSY 82: BEHAVIOR THERAPY [10]**

1. Overview of Behaviour Therapy
2. Systematic Desensitization and its variants
3. Assertiveness training, Thought Stopping
4. Modelling Procedures and Contingency Management

**PSY 83: COGNITIVE, HUMANISTIC AND EXISTENTIAL THERAPIES [11]**

1. Cognitive Therapies
2. Humanistic Therapies
3. Existential Therapies
4. Marital & Family Therapies

**PSY 84: MULTIMODAL, EASTERN AND SPECIAL POPULATION THERAPIES [11]**

1. Multimodal Therapies
2. Multicultural Therapies
3. Eastern Therapies
4. Therapies for mentally challenged.

**BOOKS FOR READING:**

1. Capuzzi, D., & Gross, D.R. (2008). *Counselling and Psychotherapy: theories and interventions* 4<sup>th</sup> Edn. Pearson Education: India.
2. Corey, G. (2008). *Theory and practice of group counselling*. Thomson Brooks/Cole: Belmont CA: USA.
3. Prochaska, J.O., & Norcross, J.C. (2007). *Systems of psychotherapy: a transtheoretical analysis*. 6<sup>th</sup> Edn. Thomson Brooks/Cole: Belmont, CA : USA.
4. Corsini, R.J. & Wedding, D. (Eds.) (1995). *Current psychotherapies*. Itasca, Ill.: F.E. Peacock.
5. Gelso, C. J. & Fretz, B.R. (1995). *Counselling psychology* Bangalore: Prism books.
6. Woolfe, R. & Dryden, W. (Eds.) (1996). *Handbook of counseling psychology*. New Delhi: Sage.
7. Stewart, I. (2000). *Transactional analysis counseling in action*. London: Sage.
8. Beck, A.T. (1976). *Cognitive therapy and behavior disorders*.
9. Rimm, D.C. & Masters, J.C. (1987). *Behavior therapy: Techniques and empirical findings*. New York: Harcourt, Brace, Jovanich.

10. Watts, A. W. (1973). *Psychotherapy: East and West*. London: Penguin books.
11. Rama,S. & Ballentine, R. & Ajaya, S.(1976). *Yoga and psychotherapy*. Hinsdale, PA: Himalayan International Inst.
12. Ajay, S.(1989). *Psychotherapy: East and West*. Hinsdale, Penn.: Himalayan International Inst.
13. Ellis, A. & Harper, A. (1975). *A new guide to rational living*. Englewood
14. Cliffs, N.J.: Prentice-Hall.
15. Verma, L. (1990). *The management of children with emotional and behavioral difficulties*. London: Routledge.
16. Veereshwar, P. (2002). *Indian systems of psychotherapy*. Delhi: Kalpaz publications

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**SEMESTER IV**  
**EP 412: PRACTICUM**  
**(Credits 4: PSY 85 to PSY 88)**

Students should select at least 7 types of maladapted cases in consultation with the teacher, and prepare detailed report of 5 cases. Students should present at least two cases. The following stages should be followed (wherever applicable):

- a. Taking of case history.
- b. Assessment and multi-axial diagnosis.
- c. Validation in consultation with teachers.
- d. Prognosis.
- e. News breaking.
- f. Contracting of therapy sessions.
- g. Writing session report of each case.
- h. Presentation of 2 cases in class room.

**Notes:**

**General**

1. Each batch of practicum should consist of maximum 8 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 8 lecture periods.
4. Each student should study clinical cases in hospital / clinic / correctional institution / NGO set up; one teacher supervisor should accompany a group of students.
5. Eligibility for the Practicum Examination is subject to Certification of Practicum by teacher-in-charge and HoD.

**Internal assessment – 20 marks**

Internal assessment will be based on presentation of 2 best reports of cases and student's overall performance of Practicum work during the semester.

**External Examination – 80 marks**

1. External Examination will be conducted by two examiners (one preferably being internal and one external), appointed by 32 (5) (a) Committee of Pune University.
2. Each batch will consist of only 8 students
3. Duration of examination for each batch will be 4 ½ hours.
4. Hypothetical cases will be prepared by External Examiner.
5. Marks for Viva and Report Writing will be given by both examiners and average marks will be considered as final marks of the candidate.
6. Assessment of analyses of hypothetical cases will be done by External Examiner only.
7. Remuneration for External Examination will be equally divided between the two examiners.
8. Break-up of marks will be as follows:
  - a. Analysis of 2 hypothetical cases (1 ½ hours) – 40 marks
  - b. Viva- 20 marks
  - c. Report writing of 5 cases - 20 marks

**SEMESTER IV**  
**EP 420: HUMAN RESOURCE MANAGEMENT**  
(Credits 4: PSY 89 to PSY 92)

**OBJECTIVES:**

To acquaint the students with:

1. HRD challenges in the context of globalization,
  2. significance and methods of training and development,
  3. Causes of attrition and methods of talent management.
- 

**PSY 89: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT [09]**

1. Concept and functions of HRD
2. HRD challenges in Global and Indian scenario
3. HRD for corporate excellence
4. Concept of equal employment opportunities

**PSY 90: TRAINING AND DEVELOPMENT [10]**

1. Assessing training needs
2. Training methods: On-the-job training, apprenticeship, business games and in-basket training
3. Career development and planning
4. Evaluating training programmes

**PSY 91: JOB SATISFACTION AND TALENT MANAGEMENT [10]**

1. Attitudes and job satisfaction
2. Job satisfaction: Causes and consequences
3. Measurement of job satisfaction
4. Buying, borrowing and building talent

**PSY 92: KNOWLEDGE CREATION AND KNOWLEDGE MANAGEMENT [11]**

1. Meaning and need of knowledge management
2. Knowledge management architecture
3. Knowledge management process
4. Knowledge management deficits

**BOOKS FOR READING:-**

1. Pareek, U. and Rao, T.V. (2003). *Designing and managing human resource systems*. N.D.: Oxford & IBH.
2. Decenzo, D.A. and Robbins, S.P. (1988). *Personnel / human resource management*. (3<sup>rd</sup> ed.). Prentice Hall
3. Dessler, G. (2008). *Human resource management, 10<sup>th</sup> ed.* N.D.: Dorling Kindersley India Pvt. Ltd.
4. Beardwell, I & Holden, L. (1998). *Human resource management: A contemporary perspective*. New Delhi: Macmillan India Ltd.
5. Robbins, S.P. & Sanghi, S. (2007). *Organizational behavior* (11<sup>th</sup> ed.). New Delhi: Pearson Education.
6. Cascio, W.F. (1987). *Applied psychology in personnel management*. (3<sup>rd</sup> ed). USA: Prentice Hall.

7. Berry, L.M. (1998). *Psychology at work: An introduction to industrial and organizational psychology* (2nd ed.). New York: McGraw-Hill.
8. Rao, V.S.P. and Narayana, P.S. (1995). *Organization theory and behaviour* (2<sup>nd</sup> ed.). New Delhi: Konark Pub. Pvt.Ltd.
9. Noe, R.A.; Hollenbeck, J. R.; Gerhart, B. & Wright, P.M. (2006). *Human Resource Management*. N.D.: Tata Mc-Graw Hill
10. Pattanayak, B. (2005). *Human resource management*. 3<sup>rd</sup> ed. N.D.: Prentice-Hall.
11. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8<sup>th</sup> ed. N.D.: Pearson Edu.
12. Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). *Organizational behaviour*. N.D.: Pearson Prentice Hall.
13. French, W.L.; Bell, C.H.; & Zawacki, R.A. (2006). *Organization development and transformation: Managing effective change*. Delhi: Tata Mc-Graw Hill.
14. Cascio, W.F. (2006). 7<sup>th</sup> ed. *Managing human resources: Productivity, quality of work life, profits*. N.D.: Tata Mc-Graw-Hill
15. Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). *Organizational behaviour and management*. Delhi: Tata Mc-Graw Hill.

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**SEMESTER IV**  
**EP 421: ORGANIZATIONAL DEVELOPMENT**  
(Credits 4: PSY 93 to PSY 96)

**OBJECTIVES:**

To acquaint the students with:

1. Organizational change and its impact on individual employees,
  2. Approaches to change management,
  3. Importance of various OD interventions.
- 

**PSY 93: FOUNDATIONS OF ORGANIZATIONAL DEVELOPMENT [10]**

1. Meaning and nature of OD
2. Approaches to OD: Laboratory training stem, survey research & feedback stem; action research stem;
3. Approaches to OD: Socio-technical and socio-clinical stem
4. Values, assumptions and beliefs in OD

**PSY 94: ORGANIZATIONAL CHANGE [10]**

1. Change: Meaning, forces for change, planned change
2. Resistance to change, overcoming resistance to change
3. Approaches to managing organizational change: Lewin's three-step model; Kotter's eight-step plan
4. Organizational development; models and theories of planned change.

**PSY 95: OD PROCESS AND OD INTERVENTIONS I [10]**

1. Diagnosis
2. Action research and OD intervention
3. Programme management component
4. OD interventions in Indian organizations.

**PSY 96: OD INTERVENTIONS II [10]**

1. Team interventions: types of teams and broad team-building interventions, process consultation, techniques and exercises used in team building, Self-managed teams
2. Third-party peace-making interventions
3. Role-focused OD interventions
4. MBO, quality circles, total quality management.

**BOOKS FOR READING:-**

1. Aamodt, M.G. (2007). *Industrial and organizational psychology: An applied approach*. US: Thomson & Wadsworth.
2. French, W.L. & Bell, C.H. (1999). 6<sup>th</sup> ed. *Organizational development: Behavioral science interventions for organization improvement*. N.D.: Prentice-Hall.
3. Ramanarayan, Rao & Singh (eds),
4. Pareek, U. and Rao, T.V. (2003). *Designing and managing human resource systems*. N.D.: Oxford & IBH.
5. Noe, R.A.; Hollenbeck, J. R.; Gerhart, B. & Wright, P.M. (2006). *Human Resource Management*. N.D.: Tata Mc-Graw Hill
6. Pattanayak, B. (2005). *Human resource management*. 3<sup>rd</sup> ed. N.D.: Prentice-Hall.
7. Schultz, D. and Schultz, S. E. (2006). *Psychology and work today*. 8<sup>th</sup> ed. N.D.: Pearson Edu.

8. Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). *Organizational behaviour*. N.D.: Pearson Prentice Hall.
9. Rao & Narayan
10. French, W.L.; Bell, C.H.; & Zawacki, R.A. (2006). *Organization development and transformation: Managing effective change*. Delhi: Tata Mc-Graw Hill.
11. Cascio, W.F. (2006). 7<sup>th</sup> ed. *Managing human resources: Productivity, quality of work life, profits*. N.D.: Tata Mc-Graw-Hill
12. Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). *Organizational behaviour and management*. Delhi: Tata Mc-Graw Hill.
13. Dessler, G. (2008). *Human resource management, 10<sup>th</sup> ed*. N.D.: Dorling Kindersley India Pvt. Ltd.
14. Berry, L.M. (1998). *Psychology at work: An introduction to industrial and organizational psychology* (2nd ed.). New York: McGraw-Hill.
15. Greenberge, J. & Baron, R.A. (2005). *Behaviour in organizations* (8<sup>th</sup> ed). New Delhi: Pearson Education.
16. McShane, S.L. & Von Glinow, M.A.(2000). *Organizational Behaviour: Emerging realities for the workplace revolution*. New Delhi: Tata McGraw-Hill.
17. McGill, M. E. (1997). *Organizational development for operating managers*. New York: (AMA-OH) A division of American Management Assn.

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**SEMESTER IV**  
**EP 422: PRACTICUM**  
**(Credits 4: PSY 97 to PSY 100)**

Students should select at least 7 types of exercises, e.g. Job analysis, performance appraisal, competency mapping, group testing, test validation, construction of psychometric test, interview of entrepreneurs, personality profile, case study, organizational structure, etc., in consultation with the teacher, and prepare detailed report of 5 cases. Students should present at least two cases/exercises. Reports of exercises should be neatly typed in the standard format and a bound copy should be submitted. The report on topic like job analysis, performance appraisal, organizational structure, etc. should be prepared on the basis of following points:

1. Nature of organization
2. Information about the selected department.
3. Sample description (minimum size 10)
4. Job description
5. Nature of exercise
6. Tools used (if any)
7. Data collection & analysis
8. Interpretation & discussion
9. Recommendation (if applicable)
10. Limitations
11. References

**Notes:**

**General**

1. Each batch of practicum should consist of maximum 8 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 8 lecture periods.
4. Each student should conduct exercises in various organizations / institutes; one teacher supervisor should accompany a group of students.
5. Eligibility for the Practicum Examination is subject to Certification of Practicum by the teacher-in-charge and HoD.

**Internal assessment – 20 marks**

Internal assessment will be based on presentation of reports of 2 best exercises and student's overall performance of Practicum work during the semester.

**External Examination – 80 marks**

1. External Examination will be conducted by two examiners, one internal and one external, appointed by 32 (5) (a) Committee of Pune University.
2. Each batch will consist of only 8 students
3. Duration of examination for each batch will be 4 hours.
4. Hypothetical problems will be prepared by External Examiner.
5. Marks for Viva and Report Writing will be given by both examiners and average marks will be considered as final marks of the candidate.
6. Assessment of analyses of hypothetical problems will be done by External Examiner only.

7. Remuneration for External Examination will be equally divided between the two examiners.

Break-up of marks for external examination will be as follows:

1. Analysis of 2 hypothetical problems (40 marks) – 1 ½ hours.
2. Viva – 20 marks
3. Exercise reports – 20 marks

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**SEMESTER IV**  
**EP 430: GUIDANCE AND CAREER COUNSELLING**  
**(Credits 4: PSY 101 to PSY 104)**

**OBJECTIVES:**

1. To bring out the significance of career counselling
2. To introduce various stages in counselling
3. To highlight the need for career counselling at different stages of schooling.

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**PSY 101: CAREER COUNSELING: NATURE, PRESENT TRENDS AND FUTURE DIRECTION [09]**

1. Stages in career counselling: Self-discovery, understanding the nature of work, career alternatives
2. Career counselling and process of human development
3. Present trends in career counselling.
4. Future direction in career counselling

**PSY 102: THEORIES OF CAREER DEVELOPMENT [11]**

1. Holland's Theory of vocational personality and work environment.
2. Super's development-self concept approach
3. Bandura's social learning approach
4. Implications of career theories for counsellors

**PSY 103: CAREER COUNSELING: LIFE SPAN APPROACH [10]**

1. Career counselling at elementary school level
2. Career counselling at secondary school level
3. Career counselling at higher education level
4. Individual and group Counselling

**PSY 104: COUNSELLING FOR PLANNING AND DECISION-MAKING [10]**

1. A. Definition and career interest in career planning  
B. The changing nature of the world of work
2. The career counselling and the development of human potential
3. Career planning and decision making in school
4. Career counselling in non-school settings.

**BOOKS FOR READING**

1. Berk, L.E. (2003). *Child development* (6<sup>th</sup> ed.). Delhi: Prentice Hall of India.
2. Mash. E.J., Wolfe, D.A. (1999). *Abnormal Child Psychology*. Belmont: Brooks/Cole.Wadsworth.
3. Papalia D.E., Olds, S.W., Feldman, R.D. (2004). *Human development* (9<sup>th</sup> ed.). Delhi: TataMcGraw-Hill.
4. Gelso, C.J., Fretz, B.R. (1995). *Counselling psychology*. Bangalore: Prism Books Pvt.Ltd
5. Gibson, R.L., Mitchell, M.H. (2003). *Introduction to counselling and guidance* (6<sup>th</sup> ed.). Delhi: Pearson Education.
6. Arulmani, G, Arulmani, S. (2004). *Career counselling: A handbook*. New Delhi: Tata McGraw-Hill Publishing Co.Ltd.

7. Patterson, L.E., Welfel, E.R. (2000). *The counselling process* (5<sup>th</sup> ed.). Belmont: Wodsworth/Thomson Learning.
8. Rao, S.N. (2006). *Couselling and guidance* (2<sup>nd</sup> ed). New Delhi: Tata McGraw-Hill Publishing Co.Ltd.
9. Ferthan, C., Horton, I. (ed.) (2006). *The sage handbook of counselling and psychotherapy* (2<sup>nd</sup> ed.). London: Sage publications.
10. Hecker, J.E., Thorpe, G.L. (2005). *Introduction to clinical psychology: Science, practice & ethics*. Delhi: Pearson Education.

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**SEMESTER IV**  
**EP 431: AREAS OF COUNSELLING**  
(Credits 4: PSY 105 to PSY 108)

**OBJECTIVES:**

- 1 To acquaint students with different areas of personal counselling
  - 2 To introduce them to special areas of counselling
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**PSY 105: HELPING TROUBLED CHILDREN AND ADOLESCENTS**

[10]

1. Emotionally disturbed children and adolescents.
2. ADHD
3. Learning disabled
4. Academic underachiever.

**PSY 106: FAMILY COUNSELLING AND COUNSELLING FOR PHYSICALLY MENTALLY CHALLENGED**

[10]

1. Premarital and marital Counselling
2. Counselling for women
3. Types of physical and Handicapped and Treatment
4. Types of mentally challenged and treatment.

**PSY 107: COUNSELLING FOR HIV/AIDS VICTIMS AND TERMINAL ILLNESS**

[10]

1. Orientation of HIV/AIDS- Counselling
2. Pre-test and post-test Counselling
3. Handling suicides and para suicides.
4. Counselling for other terminal illness.

**PSY 108: SPECIAL AREAS OF COUNSELLING**

[10]

1. Counselling at work place
2. Pre-retirement and retirement counselling
3. Occupational stress and counselling
4. Counselling - Sports Anxiety

**BOOKS FOR READING: -**

1. Feltham, C., & Horton, I.E. (ed) (2006). *The Sage handbook of Counselling and Psychotherapy* (2<sup>nd</sup> ed.). London: Sage Publication.
2. Gibson, R.L., Mitchell, M.H. (2005). *Introduction to counselling and guidance* (6<sup>th</sup> ed.). Delhi: Pearson education Pte.Ltd.
3. Gelso, C. J., Fretz, B.R. (1995). *Counselling psychology*. Bangalore: Prism books Pvt.Ltd
4. Gregory, R.J. (2005). *Psychological Testing* (4<sup>th</sup> ed.). Delhi: Pearson education Pte.Ltd.
5. Rao, S.N. (2006). *Couselling and guidance* (2<sup>nd</sup> ed). New Delhi: Tata McGraw-Hill Publishing Co.Ltd.
6. Patterson, L.E., Welfel E.R. (2000). *The counselling process* (5<sup>th</sup> ed.). Belmont: Wodsworth/Thomson Learning.
7. Nelson R. Jones (2000). *Introduction to counselling skills: Text and activities*. London: Sage Publication.

8. Cohen, R.J., Swerdlik, M.E. (2005). *Psychological testing and assessment* (6<sup>th</sup> ed.). Delhi: Tata McGraw-Hill.
  9. Dalai Lama, His Holiness the & Cutler, S.C. (1998). *The art of happiness: The handbook for living*. Sidney: Hodder.
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**SEMESTER IV**  
**EP 432: PRACTICUM**  
**(Credits 4: PSY 109 to PSY 112)**

Students should select at least 7 types of cases, e.g. career selection, interpersonal problems, personal problems, marital problems, etc., and two exercises of groups counseling, e.g. Conducting sessions on study habits, self awareness, career guidance, etc. in consultation with the teacher, and prepare detailed report of 5 cases and the 2 exercises. Cases should be from three age groups, namely childhood (3 cases), youth (2 cases), and old-age (2 cases). Students should present at least two cases. Report of exercises should be neatly typed in the standard format and a bound copy should be submitted. The report should cover the following points:

1. Case history, genogram of client
2. Primary identification of the problem
3. Psychological / behavioural assessment based on primary identification of problem.
4. Diagnosis of the problem
5. Prognosis
6. Session plan
7. Therapeutic intervention used & its justification.
8. Verbatim report of all sessions
9. Summary and outcome.

**Notes:**

**General**

1. Each batch of practicum should consist of maximum 8 students.
2. A separate batch will be formed if this number exceeds even by one.
3. Workload for each batch will be equivalent to 8 lecture periods.
4. Each student should select clients from hospitals / clinics / rehabilitation centers / schools / colleges / old age homes / families / correctional institutions / NGO set up, etc.
5. Each student should conduct group counselling exercises in organizations / institutes.
6. One teacher supervisor should accompany a group of students.
7. Eligibility for the Practicum Examination is subject to Certification of Practicum by teacher-in-charge and HoD.

**Internal assessment – 20 marks**

Internal assessment will be based on presentation of reports of 2 best cases and student's overall performance of Practicum work during the semester.

**External Examination – 80 marks**

1. External Examination will be conducted by two examiners, one internal and one external, appointed by 32 (5) (a) Committee of Pune University.
2. Each batch will consist of only 8 students
3. Duration of examination for each batch will be 4 ½ hours.
4. Hypothetical cases will be prepared by External Examiner.
5. Marks for Viva-voce and Report Writing will be given by both examiners and average marks will be considered as final marks of the candidate.

6. Assessment of analyses of hypothetical cases will be done by External Examiner only.
7. Remuneration for External Examination will be equally divided between the two examiners.

Break-up of marks will be as follows:

1. Analysis of 2 hypothetical cases (40 marks) – 1 ½ hours.
2. Viva-voce – 20 marks
3. Case & Exercise Reports – 20 marks

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