Branch Name:	Electrical Engineering
Program Code:	ET109
Course Name:	Industrial Psychology
Course Code:	2ET1000501T
Pre-requisite Course:	Zeal to learn the course

Course Objectives:

1. To understand the concept of Industrial-Organizational Psychology.
2. To apply Industrial Psychology to select, develop, and manage employees.
3. Comprehend how the theory and research are applied to work settings and create a stress-free environment at the workplace.
4. To understand the dynamics of interpersonal relations, group dynamics and behavior of employees working in the Organization.

Teaching and Examination Scheme:

Credit	Teaching Scheme Hours per week				Evaluation Scheme (Marks)								
					Theory (Marks)				Practical (Marks)				Total (Marks)
					SEE		CCA		SEE		CCA		
	L	T	P	Total	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.	
03	03	-	-	03	24	60	16	40	-	-	-	-	100

Course Contents:

Sr. No	Topic	Total Hours	Weightage (%)
1	Introduction to Industrial Psychology – Definitions and Scope. Major influences on Industrial Psychology- Scientific management and human relations schools Hawthorne Experiments	06	20
2	Individual in Workplace - Motivation and Job satisfaction, stress management. Organizational culture, Leadership and group dynamics.	12	30
3	Work Environment and Engineering Psychology-fatigue. Boredom, accidents and safety. Job Analysis, Recruitment and Selection – Reliability and Validity of recruitment tests.	12	30
4	Performance Management: Training & Development	08	20

Reference Books:

1. Miner, John B. Industrial-organizational psychology. McGraw-Hill Book Company, 1992.
2. Blum & Naylor. Industrial Psychology. Its Theoretical & Social Foundations CBS Publication, 1982
3. Aamodt, M.G. Industrial/Organizational Psychology : An Applied Approach, 2007
4. Aswathappa K. Human Resource Management (fifth edition) New Delhi : Tata McGraw Hill, 2008

Course Learning Outcomes (CLO):

CLO	Description	Bloom's Taxonomy Level
CLO1	Understand Psychology and application to Industry	2 Understanding
CLO2	Demonstrate Motivation, Work Behaviour and Group Dynamics	2 Understanding 3 Applying
CLO3	Describe Work Environment and Industrial Psychology	2 Understanding 4 Analyze
CLO4	Demonstrate performance management.	2 Understanding 4 Analyze

Mapping of CLOs with POs & PSOs:

Course Learning Outcomes	Program Outcomes (POs)												Program Specific Outcomes (PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2
CLO1	M	M				H		L	L	L			L	
CLO2			M	H		M					L	L	L	
CLO3									M		H	H		M
CLO4	M							H		H				M

H: High, M: Medium, L: Low