



Indraprastha College for Women University of Delhi

Work Plan for ODD SEMESTER – 2026

Course Name:	B.A. (H) PSYCHOLOGY
Paper Title:	APPLYING PSYCHOLOGY TO WORK (PRACTICAL)
Unique Paper Code:	2112102503
Semester:	V
Faculty:	DR. SWATI JAIN
Year:	2026

Work Plan			
Unit No.	Learning Objective	Lecture No.	Topics to be Covered
I-III	Formulation of the research problem based on concepts of organizational behaviour	1	Introduction to the practicum
		2	Introduction to the practicum
		3	Discussion on key concepts related to the practicum
		4	Discussion on key concepts related to the practicum
	Reviewing literature/ Locating external sources to design solutions to the research problem chosen.	5	Review of relevant literature
		6	Review of relevant literature
		7	Discussion on design of the practicum Identification of participants
		8	Submission of first draft of introduction and review of literature
		9	Familiarization with the method of data collection
		10	Completing conduction and administration related formalities
	Data gathering using appropriate methods and /or tools.	11	Data collection Feedback on the draft of introduction and review of literature
		12	Data collection Feedback on the draft of introduction and review of literature
		13	Data collection Submission of first draft of method
		14	Data collection Submission of first draft of method
		15	Discussion on data collected
	Analysis of information using appropriate methods and/or tools and	16	Data sorting
		17	Feedback on the draft of method

	drawing conclusions and implications for organizations.	18	Data analysis & presentation of results
		19	Submission of first draft of results Writing of discussion
		20	Writing of discussion
		21	Feedback on the draft of results Submission of first draft of discussion
		22	Feedback on the draft of results
		23	Writing of discussion and reflection
		24	Feedback on the draft of discussion
		25	Incorporating feedback and finalizing the practicum report
		26	Incorporating feedback and finalizing the practicum report
		27	Submission of final practicum report
		28	Submission of final practicum report
		29	Revision and viva preparation
		30	Revision and viva preparation

Unit	Contents/Syllabus
I	Introduction to the Field: The organizational context; Sub-fields of Industrial/Organizational Psychology; Historical evolution of the field of Industrial/Organizational Psychology; Antecedents of Organizational Behaviour; Scientific Management and Human Relations Movement; Organizational Ethics & Corporate Social Responsibility, Opportunities and Challenges for managers.
II	Motivation, Stress & Well-being at Work: Motivation at work: Theoretical approaches (Maslow's need hierarchy, Herzberg's two-factor theory; Expectancy, Equity, Goal Setting); Ways to motivate people at the workplace; Indian Perspective; Work stress; Managing stress and well-being in organizations.
III	Dynamics of Workplace: Organizational culture: Models (Schein and Pareek); Managing Organizational Culture; Leadership: Theories (Trait, Behavioural, Contingency); Indian Perspective; Inspirational Approaches to Leadership (Charismatic and Transformational Leadership); Gender and Leadership.
S. No.	Name of Authors/Books/Publishers
1.	Greenberg, J. & Baron, R.A. (2007). Behaviour in organizations (10th ed.). Noida: Dorling Kindersley.
2.	Landy, F.J. & Conte, J.M. (2013). Work in the 21st century: An introduction to industrial and organizational psychology. New Jersey: John Wiley.
3.	Luthans, F. (2011). Organizational behaviour: An evidence-based approach (11th ed.) New York: McGraw-Hill/Irwin.

4.	Muchinsky, P. (2006). Psychology applied to work: An introduction to industrial and organizational psychology. Summerfield, NC: Hypergraphic Press.
5.	Nelson, D.L. & Quick, J.C. (2018). ORGB: Organizational behavior (6th th ed.). NY: Cengage.
6.	Robbins, S. P. Judge, T.A & Vohra, N. (2019). Organizational behavior (18th ed.). New Delhi: Pearson.
7.	Rollinson, D., Broadfield, A., & Edwards, D. J. (1998). Organizational Analysis and Behaviour: An integrated approach can be referred for the Schein model
8.	Singh, K. (2010). Organizational behavior: Texts & cases. Noida: Dorling Kindersley.
9.	Sinha, J.B.P. (2008). Culture and organizational behaviour. New Delhi: Sage.

Paper Components			
Credits	Lecture (L)	Tutorial (T)	Practical (P)
4	3	0	1
Assessment Scheme			
S.No.	Component	Marking Scheme	Total Marks
1	Internal Assessment - Assignment - Class Test - Attendance		30
		12	
		12	
		6	
2.	Continuous Assessment (Tutorial) - Activity 1 - Activity 2 - Attendance		NA
		NA	
		NA	
		NA	
3.	Practical - Continuous Assessment - End Term Written/Practical Exam - Viva		40
		10	
		20	
		10	
4.	End Semester Examination		90