



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
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	Develop an awareness of how psychology can be applied to the workplace	1	Introduction to the syllabus, readings and assessment
		2	The organizational context
		3	The organizational context
		4	The organizational context
		5	Sub-fields of Industrial/Organizational Psychology
	Help students appreciate the evolution of the field of Industrial/Organizational Psychology	6	Historical evolution of the field of Industrial/Organizational Psychology
		7	Antecedents of Organizational Behaviour
		8	Scientific Management Movement
		9	Human Relations Movement
		10	Human Relations Movement
	To understand organizational ethics, corporate social responsibility and various other opportunities and managerial challenges at the contemporary workplace	11	Organizational Ethics & Corporate Social Responsibility
		12	Opportunities and Challenges for managers.
II	Develop a deeper understanding of conceptual and theoretical bases of motivation and understanding how to apply them.	13	Motivation at work: Maslow's need hierarchy, Herzberg's two-factor theory
		14	Motivation at work: Expectancy Theory
		15	Motivation at work: Expectancy Theory
		16	Motivation at work: Equity Theory

		17	Motivation at work: Equity Theory
		18	Motivation at Work: Goal Setting
		19	Motivation at Work: Goal Setting
		20	Ways to motivate people at the workplace
		21	Ways to motivate people at the workplace
		22	Indian Perspective of work motivation
		23	Indian Perspective of work motivation
	To identify workplace stressors, understand their psychological and physiological impact, and implement strategies to enhance health, well-being, and overall organizational productivity	24	Work stress
		25	Work stress
		26	Managing stress and well-being in organizations
		27	Managing stress and well-being in organizations
III	Understand how cultures of organizations affect behaviour at the workplace	28	Organizational culture
		29	Schein's Model of Organizational Culture
		30	Pareek's Model of Organizational Culture
		31	Managing Organizational Culture
	Understand leadership from different theoretical perspectives, especially the Indian approach	32	Leadership: Trait and Behavioural Theories
		33	Leadership: Contingency theory
		34	Indian Perspective of Leadership
		35	Inspirational Approaches to Leadership – Charismatic Leadership
		36	Inspirational Approaches to Leadership –Transformational Leadership
	Critically examine the impact of gender on leadership	37	Gender and Leadership
	Identify and assess best practices relating to leadership across various organizational contexts and cultures.	38	Gender and Leadership
I, II, III	Revision and Preparation of examination	39	Revision & Discussion of questions – unit I
		40	Revision & Discussion of questions – unit II
		41	Revision & Discussion of questions – unit III

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