

M.Phil. in PSYCHOLOGY
Revised SCHEME OF EXAMINATIONS AND SYLLABUS
Revised SCHEME OF EXAMINATIONS

Semester	Course
First	1. Research Methodology 2. Core Paper-General Psychology
Second	3. Field of Specialization (any one of the following) a. Life Span Psychology b. Human Resource Management c. Work Psychology d. Counselling Psychology
End of Duration	4. Dissertation 5. Viva-Voce

Revised SCHEME OF EXAMINATIONS

Semester	Course	Credit	Internal Assessment Marks	End Semester Exam Marks	Total Marks
First	1. Research Methodology	6	25	75	100
	2. Core paper (General Psychology)	6	25	75	100
Second	3. Field of Specialization	6	25	75	100
End of Duration	4. Dissertation	6	--	--	100
	5. Viva-voce	6	--	--	100
Total		30			500

M.PHIL/PH.D SYLLABUS

Programme Outcomes for M.Phil/Ph.D.

- PO1.**In-depth knowledge of literature in the specialised area of research.
- PO2.**Apply theories, methodologies and techniques to address fundamental research problems.
- PO3.** Creativity and originality in planning and executing research independently.
- PO4.** Critical thinking, problem solving and evaluation of published work.
- PO5.** Ability to formulate and test novel hypotheses.
- PO6.** Develop practical research skills and expertise in state-of-the art techniques in research.
- PO7.** Effective scientific writing and oral presentation skills.
- PO8.** Collegiality in a research setting with people from diverse backgrounds as leaders/mentors/team members.
- PO9.**Ethical principles in conducting and reporting research.
- PO10.** Life-long commitment to expanding the frontiers of knowledge in a specialized field.
- PO11 To know about the meaning of organization, human resource Development, retirement and selection, cyber psychology .
- Po12 To evaluate various approaches to counseling Psychology.
- PO13 Can identify various problems related to cyber use.

COURSE-I : RESEARCH METHODOLOGY

Course Objective:

After the completion of this course, a scholar will be able to:

CO 1-Understand the foundations of research

CO 2 - Familiarize with the principles and practices of experimental and non experimental designs in psychological research

CO 3-Understand the theoretical assumptions of various statistical method for data analysis

CO-4 Examine the principles of collecting data using various qualitative research methods

CO-5 Become familiar with the principles and develop skills in statistical methods .

Course content:

Unit-I : Foundations of Research

Research: Meaning – objectives – Types – Research Approaches - Major stages in research. Research problems: Nature, Sources, Stating a problem, Criteria of a good problem. Hypothesis: Meaning, Types, Criteria, Formulating and Stating hypothesis, Basic concepts related to hypothesis testing. Review of Literature: Functions, Sources, The

search for the literature, criticism. Sampling: Meaning, Probability and Non-Probability sampling, sample size, errors and issues in sampling. Introduction to Academic Writing: Structure of Academic Writing- Reading for Research - Academic Styles- Plagiarism- Publication - Online Resources.

Unit-II : TEST Construction

Different Tools of research - Development of Tools: Classical and modern test theory: assumptions, equations and limitations. Test Construction and Standardization: Rational test construction – Empirical test Construction –Factor Analytic test construction – Steps in test construction: Item analysis – Reliability and Validity: Different methods of establishing reliability and validity.

Unit-III : Research Methods in Psychology

Normative Survey – Experimental Research – Variables and experimental control. Experimental designs: Introduction to causality, Between-subjects design, within –subjects design, factorial design, Mixed Factorial experiments single-subject research design. Descriptive and correlation research strategies, Survey design, Quasi experimental designs: Non- equivalent group, Time-series and developmental design; cross sectional research design and longitudinal research design, observational designs. Ex-post Facto Designs.

Unit-IV : Statistical Analysis

SPSS: Data Management, Data editing, comparing Averages, ANOVA (one way, Two way, Repeated measures), MANOVA, Correlation, Regression, Discriminant analysis and logistic regression, Factor analysis (EFA and CFA), Reliability analysis, Structural equation modeling (SEM), Meta analysis, Mediation Analysis, Canonical Analysis. Advantages of multivariate strategies

Unit-V : Nonparametric Tests

Nonparametric tests: Chi-square, one sample Kolmogorov-Smirnov test, Two – independent samples Tests: Mann-WhitneyU, Several independent Samples: Kruskal – Wallis H and Median. Two Related Samples: Wilcoxon, SignTest, Several Related samples : Friedman, Kendall's W.

References

- 1) American Psychological Association (2010). *Publication manual* (6th ed.). Washington DC.
- 2) Biber, S.N.H & Leavy (2006). *The practice of qualitative research*. New Delhi: Sage publications.
- 3) Bordens, K. S. & Abbott, B. B. (2005). *Research design and methods : A process approach*. (6th ed.). New Delhi. Tata McGraw-Hill Publishing Company Ltd.
- 4) Breakwell, G.M., Hammond, S., Fife-Shaw, C., & Smith, J.A. (eds.). (2006). *Research methods in psychology* (3rd ed.). New Delhi: Sage.
- 5) Bryman, A (Ed.) (2007). *Sage Benchmarks in social science research methods*. Vol.I, Vol.II, Vol.III, and Vol. IV. New Delhi : Sage Publications.
- 6) Cohen, R. J., & Swerdlik, M.E. (2005). *Psychological testing and assessment: An introduction to tests and measurement* (6th ed.). New York: McGraw-Hill.

- 7) Heiman, G.W. (2001). *Understanding research methods and statistics: An integrated introduction for research assistants*. Delhi: Sage Publications
- 8) Kinnear, P. R. (2010). *IBM SPSS statistics 18 made simple*. New York. Psychology Press.
- 9) Leong, F.T., & Austin. (1996). *The psychology research handBook A guide for graduate students and psychology* (2nd ed.). Boston: Houghton Mifflin Company.

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COURSE-II : CORE COURSE - GENERAL PSYCHOLOGY

Major objectives

The students must know

- i) the role of heredity, environment and sensation on human behaviour.
- ii) the role of perception and learning on human behavior
- iii) the role of thinking, problem solving and intelligence on human behaviour
- iv) memory and type of emotions
- v) types, theories and modern study of personality and development.

Unit-I : Biology and Behaviour

Genes, evolution, and environment- Genetics of similarity- Human heritage: courtship and mating- Genetics of difference- Human diversity: the case of intelligence- Beyond nature versus nurture- The brain source of mind and self- Nervous System- Mapping the Brain- Two stubborn issues in brain research.

Sensation

Sensation: The Raw Materials of understanding: Sensory Thresholds – Vision – The eye: Its basic structure – Light: The physical stimulus for vision – Basic functions of the visual system: Acuity, Dark adaptation, and eye movements – Color vision – Vision and the brain: processing visual information. Hearing: The ear : Its basic structure – Sound: The physical stimulus for hearing – Pitch perception – Sound localization – Touch and other skin senses: Pain: Its nature and control – Smell and taste: The chemical senses – Smell and taste: their operation – Smell and taste: Some interesting facts – Kinesthesia and Vestibular Sense.

Unit-II : Perception

Perception: The focus of our attention – Some organizing principles – Constancies and Illusions: When perception succeeds and fails – Some key perceptual processes: pattern and distance – The plasticity of perception – Perception: Evidence that its Innate – Perception: Evidence that its Learned – Extrasensory perception: Perception without sensation.

Learning

Classical conditioning: Learning that some stimuli signal others – Pavlov’s early work on classical conditioning – Classical conditioning – Some basic principles – The neural basis of learning – Exceptions to the rules – A Cognitive perspective – Turning principles into action – Operant conditioning: Learning based on consequences: The nature of operant conditioning: consequential operations – Observational learning from the behavior and outcomes of others – Observational learning: Some basic principle – Observational learning and aggression – Observational learning and culture – Observational learning: Some practical application.

Unit-III : Thinking and Problem Solving

Thinking: Forming concepts and reasoning to conclusions – Basic elements of thought: Concepts, Propositions, Images – Making decisions: Choosing among alternatives – Heuristics: Using quick-but fallible-rules of thumb to make decisions – Framing and decision strategy – Escalation of commitment: Getting trapped in bad decisions – Emotion and decision making: The magnifying effects of unexpected loss and gain – Problem solving: Finding paths to desired goals – Problem solving: An overview – Method for solving problems: From trial and error to Heuristics – Facilitating effective problem solving: The role of metacognitive processing – Factor that interfere with effective problem solving.

Intelligence

Intelligence: Contrasting views of its nature – Gardner’s theory of multiple intelligence – Sternberg’s triarchic theory: The value of practical intelligence – Cattell’s theory of fluid and crystallized intelligence – Measuring Intelligence – IQ: Its meaning then and now – The Wechsler scales – Individual tests of intelligence: Measuring the extremes – Human intelligence: The role of heredity and the role of environment – Evidence for the influence for the heredity – Evidence for the influence of Environment factors – Environment, Heredity, and Intelligence – Group difference in intelligence test scores: Group differences in IQ scores: Evidence for the role of genetic factors – Gender difference in intelligence – Emotional intelligence: The feeling side of intelligence – Artificial intelligence - Creativity: Generating the extraordinary – Contrasting views of creativity – Research on creativity.

Unit-IV : Memory

Human memory: Two influential views – The Atkinson and Shiffrin model – Neural network models – Kinds of information stored in memory – Working memory – Forgetting: Some contrasting views – Forgetting as a results of interference – Forgetting and retrieval inhibition – Memory distortion and memory construction – Distortion and the influence of schemas – Memory construction – Memory in everyday life – Repression – Autobiographical memory – Memory for emotionally laden events – Memory and the brain: Evidence from memory impairment and other sources – Amnesia and other memory disorders – Memory and brain: A modern view.

Emotion and Motives

Elements of emotion: The body- The mind- The culture- Putting the elements together: Emotion and gender- Motives: The hungry animal: motives to eat- The social animal: motives to love – The erotic animal: motives to sex- The competent animal: motives to achieve- Motives, values and well-being.

FIELD OF SPECIALIZATION
COURSE-III : LIFE SPAN PSYCHOLOGY

Objectives

The students must know

- i) the different approaches, methods and biological foundation behind the human development,
- ii) the principles and pattern of physical, intellectual, social and personality development in early and middle childhood.
- iii) the principles and pattern of physical, intellectual, social and personality development in adolescence and young adult hood.
- iv) physical and cognitive development in middle adult hood and late adult hood
- v) psychological issues related with death.

Unit-I : Human development

Meaning of human development – Early approaches – Human development today – Influences on development – Timing of influences - Theoretical perspectives – Psychoanalytic - Learning – Cognitive – Evolutionary – Contextual approaches – Research methods – Methods of data collection basic research designs – Ethics in research.

Conception to birth: Conceiving new life – Heredity and environment – Prenatal development – Birth process.

Infancy and Toddlerhood: New born baby – Survival and health - Early physical development – Cognitive development – Classic approaches – Newer approaches – language development – Foundations of psychosocial development – Developmental issues in infancy and Toddlerhood – Contact with other children- Children of working parents.

Unit-II

Early Childhood: Aspects of physical development – Bodily growth and change – Nutrition sleep pattern and problems – Motor skills – Health and safety – Cognitive development – Language and other cognitive abilities – Early childhood education – Psychosocial development in early childhood – Developing self - Parenting – Relationship with other children.

Middle Childhood: Aspects of physical development – Health and safety – Cognitive development – Language and literacy – Child in school – Psychosocial development - Child in family – Child in peer group – Mental health.

Unit-III : Adolescence

Physical development – Puberty – Physical and mental health - Cognitive development – Aspects of cognitive maturation – Educational and vocational issues – Psychosocial development – Search for identity – Sexuality – Relationships with family, peers and adult society.

Young Adulthood: Physical development – Health and physical condition – Sexual and reproductive issues – Cognitive development – Perspectives on adult cognition - Moral development – Education and work – Psychosocial development – Personality development four views - Foundations of intimate relationships – Parenthood

Unit-IV : Middle Adulthood

Physical development – Physical changes – Health - Cognitive development – Measuring cognitive abilities – Distinctiveness of adult cognition – Creativity – Work and education- Change at midlife: Classic theoretical approaches – The self at midlife – Changes in relationships - Consensual relationships - Relationship with maturing children – Other kinship ties.

Late Adulthood : Old age today – Physical development – Longevity and aging – Physical changes – Physical and mental health – Aspects of cognitive development – Psychosocial development theory and research – Lifestyle and social issues – Personal relationships in late life.

Unit-V: Death & Bereavement

The many faces of death – Psychological issues – Special losses – Medical, legal and ethical issues – Finding meaning and purpose in life and death.

Text Book

Papalia, D. E., & Olds, S.D. *Human Development* (9th Edn.) New Delhi: Tata McGraw Hill publishing Co., Ltd., 2004.

Reference Books

- 1) Schiamberg, L. B. *Human Development* (2nd Edn). New York: Macmillan publishing Co., 1984.
- 2) Hurlock, E. B. *Child Development* (4th Edn.). New Delhi: Tata McGraw Hill Co. Ltd., 1976.

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CO4					√								
CO5						√							

COURSE-III : HUMAN RESOURCE MANAGEMENT

Objectives

The students should now

- the concepts and importance of human resource management
- the theories and techniques of recruitment
- know the need, importance, and technique of training
- the characteristics of manager and the techniques of executive development
- the process of effective communication

Unit-I : Basic aspect of Human Resource Management

Managing Human Resources - The Challenging of human resource management - Mis-conceptions about HRM - Definition of HRM - Features of HRM - Importance of HRM - Functions of HRM - Managerial function -Operative functions - Objectives of HRM -

Personal policies, Procedures and Programmes - Need for personal policies - Advantages - Obstacles – Characteristics of sound personal policy.

Human Resource Planning: Importance of Human Resource - Man power planning defined - Need for Human Resource Planning -Process of HRP - Responsibility for HRP - Man power plan component short range analysis - Long range. analysis -Job analysis - Purposes and uses of job analysis - The steps in Job analysis - Techniques of job analysis data -Job description - Uses of job description - Limitations of job description - Job specification.

Unit-II : Management and Executive Development

Managerial Functions - Skills of the Manager -Characteristics of Manager - Purpose and Objectives of Management Development - Need for executive development in the Indian context - Importance of Managerial Development Management - Development concepts - Executive development - Process components of Management Development Programme - Establishment of Training and Development Programmes Organizational Climate for Management - Development -Factors - Inhabiting - Management Development - Basic requisites for the success of Management Development Programme - On-the-Job Techniques - Job Rotation or Channel Method of Development - Off-the-Job Techniques - Courses for Management Development- Administration of Management - Development - Programmes.

Performance Appraisal: Importance and Purposes - Approaches to performance appraisal - The evaluation process - Methods of performance appraisal - Traditional method -Management by objective (MBO) - Objectives of MBO -Process of MBO - Benefits of MBO - Programme -Assessment centre method - Human asset accounting method - Behaviorally Anchored rating scales (BARS) components of appraisal evaluation - Factors deterring appraisal - The Halo effect leniency - The Central Tendency - Similar error.

Unit-III : Communication

Definition and Characteristics - Key elements of C -Importance of C in Management - Objectives of Communication. Functions of C - Communication process model - Organizational C- Advantage - Transmission of informal messages systems of direction of communication - Vertical communication - Downward C - Upward C -Horizontal C - Media of Communication – Communication with the Public Channels of C - Barriers to C – Conditions for Effective C - Management of Communication.

Human Resource Policies and Practices: Selection Practices – Training and Development Programmes – Career Development – Performance Evaluation – OB in the News – Forced Rankings gain in popularity – Union Management interface- international Human Resource practices – selected issues – Manging diversity in organizations summary and implication for Managers – Point counter Point.

Unit-IV : Human Resource Planning

Importance of Human Resource – Manpower planning defined – Need for Human Resource Planning – Benefits of Human Resource planning – Benefits of Human Resource Planning – Process of Human Resource Planning – Responsibility for Human Resource Planning – points to consider – Manpower Plan component- short-range Analysis – Long-range Analysis – Job Analysis – Purpose and uses of Job Analysis – Contents of job Analysis – Ther steps in Job Analysis – Techniques of Job Analysis Data – Description of

duties – Factors – position or Job description (JD) – Uses of job Description – Developing Job Description – Developing Job descriptions or Guidelines for writing a Job Description – Limitations of Job Description – Job specifications – performance standard (Management By objective and Results)- work rules – Examples of Work Rules .

Recruitment and Selection Process: Recruitment – Factors Affecting Recruitment – Theories Regarding Recruitment – Constraints Limit the Freedom of Manager to Recruitment –Constraints Limit the Freedom of Manager to Recruit – Steps on Recruitment process – Recruitment Policy – Prerequisites of a good recruitment policy – Recruitment Organization – Forecast of Manpower Requirements – Sources of Recruitment – Internal Sources – External Sources – Methods of Techniques of Recruitment – Direct Methods – Indirect Methods –Third Party methods – Recruitment practices in India –The problem of the “Sons of the Soil”- Recruitment practices in India and Elsewhere- Assessment of the Recruitment Programme - Selection – Selection Procedure – Selection Policy – Essentials of Selection Procedure - Steps in Selection Procedure – Reception, initial or Preliminary interview or screening – Applications Blank or Application Form – Weighted Application Blank 0 Bio-data – Biographical Inventories – Physical Examination – Reference Checks.

Unit-V : Psychological Testing, Interviews, Placement and Induction

Psychological Testing – Purpose of Tests – Nature and Characteristics of Psychological Tests – Classification or Types of Psychological Tests – Advantages of Testing –Developing a test programmes – Basic Testing Guidelines – Work Sampling – Interviews – Types of Interviews-Guidelines for Effective Interview –Qualities of a successful/Good Interviewer – Interview Technique or Conducting Interviews – Defects and Pitfalls in Interview – Errors in Interviewing – Interview Guidance for the Interviewees – What the Applicant Should know about the Employer Organization – Placement – Orientation induction or indoctrination – Objectives of Induction – Induction Procedure – Typical Techniques of Induction Programmes – Career planning

Promotions, Transfers, separation, Absenteeism and turnover: Introduction – Promotions – Purpose of Promotions – Types of Promotions – Promotion Programme and procedure – Promotion System – Promotion Policy – Arguments for and against promotion by seniority systems – Practice in India – Demotion – Causes of Demotion – Transfer – Purposes of Transfers – Transfer Policy – Procedure for Transfer – separations - Dismissal - Absenteeism – Labour Turnover – Impact of Turnover – Magnitude of Labour Turnover – Causes of Labour Turnover – Measures to Control Labour Turnover.

Text Books

- 1) Mamoria, C.B. & Gankar S.V., Personal Management (22nd Edn.) Delhi: Himalaya Publishing House, 2002.
- 2) Subba Rao, P and Rao, V.P.S. Personal/Human Resource Management Test, Cases and Games.New Delhi: Konark Publishing Pvt. Ltd., 1990.

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COURSE-III : WORK PSYCHOLOGY

Objectives

The students should know

- the meaning of organizational behaviour
- the influence of individual behaviour in organizations
- the importance of perception, decision making, values, attitudes and job satisfaction in organizations
- the influence of power and politics in organizations
- the types of stress and the strategies to manage the stress in workplace

Unit-I : Meaning of Organizational Behaviour

Managers work - Management functions Management roles - Management skills - Effective vs successful managerial activities - A review of the manager's Jefcr-HSnter Organizational Behaviour (OB) -Replacing intuition with systematic study Generalizations about behaviour - Consistency Vs. Individual differences - Challenges and opportunities for OB - Contributing disciplines to the OB field - Psychology -Sociology - Social Psychology - Anthropology - Political Science - Developing an OB model - An overview - The dependent variable.

Foundations of Individual Behaviour: Biographical characteristics - Ability - Personality - Major personality attributes influencing OB – Personality and national culture - Matching personalities and job -

Learning - Definition - Theories - Shaping: A managerial tool - Some specific organizational applications.

Unit-II : Understanding work teams

Teams versus groups- Types of Teams – OB in the News – Teams Help Doing Save the 717 Programme– Creating effective teams – turning individuals into team players- Contemporary Issues Managing Teams – Summary and Implications and Managers-Point/Counterpoint.

Unit-III : Perception and Individual Decision Making

Perception and its importance - Factors influencing perception - The target - The situation - Person perception: Making judgment about others - Specific applications in organizations - The link between perception and individual decision making - Decision making process - Improving creativity in decision making - Actual method of decision

making in organizations -Individual differences in decision making styles -Organizational constraints - Ethics in decision making.

Values, Attitude and Job Satisfaction: Values - Importance, Sources and types - Values, loyalty and ethical behaviour - Values across cultures - Attitudes - Sources and types - Attitudes and consistency Cognitive dissonance theory - Measuring the A-B relationship - Attitude surveys - Attitudes and workforce diversity - Job satisfaction - The effect of job satisfaction on employee performance - Employee's expression of dissatisfaction.

Unit-IV : Power and Politics

A definition of power - Contrasting leadership and Power - Bases of power - Dependency: The key to power -Identifying where the power is - Power tactics - Power in groups: Coalitions - Sexual harassment: Unequal power in the workplace - Politics: Power in action - Impression management - Defensive behaviours - The ethics of behaving politically.

Conflict, Negotiation and Inter group Behaviour : A definition of conflict - Transitions in conflict thought - Functional Vs. Dysfunctional conflict - The conflict process - Negotiation - Bargaining strategies - The negotiation process - Issues in negotiation - Inter group relations - Factors affecting inter group relations -Methods for managing inter group relations.

Unit-V : Work Stress and its Management

Meaning of stress - Understanding stress and its consequences - Potential sources of stress - Individual differences - Consequences of stress - Managing stress.

Organizational Change and Development : Forces for change - Managing planned change -Changes done by change agents - Structure, technology, physical setting and people - Resistance to change -Individual resistance - Organizational resistance - Overcoming resistance to change - The politics of change -Approaches to managing organizational change - Lewin's three step model - Action research - Organizational development - Contemporary change issues for today's managers.

Text Book

Robbins, S. P. *Organizational Behaviour: Concepts, Controversies and Application*. (8th Ed.) New Delhi: Prentice Hall of India Private Ltd., 1999.

Reference Books

- 1) Luthans, F. *Organizational Behaviour*. New Delhi:McGraw Hill, 1988.
- 2) Davis, K. Newshon, W.J. *Human Behaviour at Work*.New Delhi: McGraw Hill Book Co., 1989.
- 3) Rao, V.S.P. and Narayana, P.S. *Organizational Theory and Behaviour*. New Delhi: Konark Publishers Pvt. Ltd., 1987.
- 4) Prasad, L.M. *Organizational Theory and Behaviour* New Delhi: Sultan Chand and Sons, 1988.

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COURSE-III : COUNSELLING PSYCHOLOGY

Objectives

The students must know,

- the concepts, working, foundations and the therapeutic relationship of counselling.
- the various approaches to counselling,
- the theories, skills, assessment and diagnostic process of counselling.
- different counselling procedures.
- counselling to diverse population and the ethical issues involved in counselling.

Unit-I : Counselling and its working

Need to be a counsellor - Characteristics of a counsellor - Definitions of counselling - The working of therapeutic counselling.

Foundations of counselling: Basics of history and research: The identity of counselling - History of therapeutic counselling - Licensing and regulation in counselling - Research foundations of counselling - Research for the counsellor - Becoming informed consumer of research.

Settings for counselling : Commonality among counsellors - A day in the life -The value of flexible specialty.

The therapeutic relationship: Qualities of counselling relationship - Perspectives on helping relationships - Counsellor as relationship specialists - Conflict resolution in relationship - Practical dimensions of the therapeutic relationship - Creating a relationship in the initial interview - Reciprocal influence:

Unit-II : Insight - Oriented approaches

Introduction to theory construction - Psychoanalytic counseling – Client-centered counselling - Gestalt counseling - Existential counseling - Honorable mentions.

Action - Oriented approaches : Behavioural counselling - Rational emotive behaviour counselling - Strategic counselling - Honorable mentions.

Unit-III : Integrating theory and counselling skills

A Personal journey - Movement toward integration - A personal theory - Stages of developing personal theory - Procedure followed so far - Pivotal counselling skills.

Behavioural techniques - Rapid exposure for phobic disorders - Slow exposure for phobic disorders - Exposure and other techniques for treatment of obsessive-compulsive neurosis - Reduction of undesired behaviour - Social skills training and the development of new behaviour, role rehearsal, modelling and practice illustrated - Behavioural marital therapy

Assessment, testing and the diagnostic process :The meaning of assessment - The role of testing - Assessment process - Standardized measures - Non-standardized measures - Using assessment methods in counselling - Formal and functional diagnosis.

Unit-IV : Group counselling

Survey of groups - Some considerations in the use of group modalities - Counteracting potential limitations - Advantages of group work - Basic assumptions about groups - Group process stages - Cues for intervention - Specialized skills of group work.

Marital family and sex counselling: Family versus individual counselling - Family counselling theories - Power in relationships - Symptoms as solutions - Case example of family counselling in action - Interpreting symptoms as metaphors - Diagnostic questions - Reframing -Directives - Ethical issues in family counselling - Sex counselling.

Career counselling: The functions of work - Roles of counselling - Theories of career development - Career education - Career decision making - Trends and issues in career counselling.

Addictions counselling; Symptoms of addiction - Drug use and drug abuse - Our drug culture - Counsellors knowing of drugs - Effects of drug abuse - Adolescent drug use - Prevention - Abuse in special populations - Principles for counselling the Chemically dependent.

Unit-V : Counselling diverse populations

Multiculturalism - Influence of biases - Identity issues - Preferred clients - Counselling and gender - Counselling ethnic minorities - Counselling the aged -counselling lesbian women and gay men – Counselling - Clients who are physically challenged.

Ethical and legal Issues : Professional codes - Our divided loyalties - Areas of - ethical difficulty - Making ethical decisions - Legal issues in counselling.

Text Books

- 1) Kottler, J.A. & Brown, R.W., *Introduction to Therapeutic Counselling* (4th Edn.), Singapore Brooks / Cole, 2000.
- 2) Corey, G. *Theory and Practice of Counselling and Psychotherapy* (6th Edn). Singaporeooks / Cole, 2000.

Reference Books

- 1) Gelso, C.J. & Fretz, B.R., *Counselling Psychology*. Bangalore: Prism Books Pvt. Ltd., 1995.
- 2) Madhukar, I. *Guidance and Counselling*. New Delhi: Authors Press, 2000.
- 3) Bordin, E.S. *Psychology of Counselling*. New York: Appleton Centaury crafts. 1968.
- 4) Narayana Rao, S. *Counselling psychology*. New Delhi: Tata McGraw-Hill Publishing Company Ltd., 1981.

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