# Revised Scheme of Examinations and Syllabus

## M.Phil. in Psychology

### Revised Scheme of Examinations

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<td>2. Core Paper-General Psychology</td>
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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

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


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, Mediational 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
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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

Sensation

Unit–II : Perception
Learning


Unit–III : Thinking and Problem Solving


Intelligence


Unit–IV : Memory


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.
Unit–V : Personality Self Concept and Assessment

Psychodynamic theories of personality - The modern study of personality - Genetic influences on personality - Cultural influences on personality - The inner experience.


Text Books

Reference Books

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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 adulthood.
iv) physical and cognitive development in middle adulthood and late adulthood
v) psychological issues related with death.

Unit–I : Human development


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


Unit–II


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


Unit—IV : Middle Adulthood


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

Reference Books

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.


Unit–II : Management and Executive Development


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.


Unit–IV : Human Resource Planning

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 (Mangement By objective and Results)- work rules – Examples of Work Rules.


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


Text Books
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
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.


Unit-V : Work Stress and its Management


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


Reference Books
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.


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 rehearsals, 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.

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