Banaras Hindu University

Department of Psychology

Syllabus

Ph. D. Coursework

Personnel Management and Industrial Relations

w.e.f. July, 2014

Ph. D. Course Work in Personnel Management and Industrial Relations(PMIR)
w.e.f. July 2014
(Department of Psychology)

The students registered for Doctoral programme in **Personnel Management and Industrial Relations**of the Department of Psychology will be offered various types of course work (of total 20 credits) during the two semesters of their residency period. The various course works will be offered under three categories- 1) Compulsory course work of 3 credits common for all research scholars of the Faculty of Science, 2) Discipline specific course work of 7 credits, and 3) research theme related course work of 10 credits (6 credits for course work, 2 credits for preparation and presentation of research plan proposal and 2 credits for review of literature and presentation of seminar on a research theme related topic duly approved by the concerned RPC) .

Under the **discipline-specific course work,** the Ph.D. students of PMIR of the Department will be offered two course work of which one will be core course and the other will be elective. The core course will be common to all the research scholars of the Department and the elective course will be offered (by the consultation of the RPC of the concerned student) from a pool of 2 elective courses. The name of courses and the distribution of credits have been displayed in the following table.

In the **research theme-specific courses** the research scholars of will be offered three courses. Two courses (of 3 credits each) will be offered from the two pools of such courses (one from each pool). The third course under this category will be of 4 credits (2 credits for preparation and presentation of research plan proposal and 2 credits for review of literature and presentation of seminar).

The research scholars of may be allowed to undertake research theme related courses offered by other Departments provided such facility is provided by the other Department and the RPC of the concerned student is of the opinion that it will further the knowledge and skill of the concerned student.

The specific courses offered in a given semester will be announced by the Department immediately prior to that semester. The discipline specific and research theme related courses will be evaluated and there will be only end term examination for such courses. All such examinations will be conducted by the Department. The evaluation of Research Plan Proposal and presentation, and review of literature/seminar will be done by the concerned RPC of the research student.

Ph. D. Course Work in Personnel Management and Industrial Relations

COURSE STRUCTURE (w.e.f. July 2014)

Semester - I

Discipline-Specific Courses7 Credits

Course code	Title	Nature	Credits
PMCP-01	Research Methodology and Computer Application	Compulsory	**4 Credits**
Any one of the following			
PMCP-02	Organizational Behaviour	Elective	**3 credits**
PMCP-03	Organizational Communication	Elective	**3 credits**

Semester -II

Research Theme-Specific Courses   **10 Credits**

Course code	Title	Nature	Credits
Any one of the following			
PMCR-01	Human Resource Management & Development	Elective	**3 credits**
PMCR-02	Organizational Development & Change	Elective	**3 credits**
PMCR-03	Stress Management in organizations	Elective	**3 credits**
Any one of the following			
PMCR-04	Human Factors	Elective	**3 credits**
PMCR-05	Counselling Psychology	Elective	**3 credits**
PMCR-06	Personality	Elective	**3 credits**
PMCR-07	Preparation and Presentation of Research Proposal	Compulsory	**2 credits**
PMCR-08	Review of literature and presentation of a seminar on a specific research theme related topic	Compulsory	**2 credits**

Semester- I

PMCP-01	Research Methodology and Computer Application	Compulsory	4 Credits

1. Research methods in management: Meaning, objectives and significance of research, steps involved in research.

2. Formulation of research problem and hypothesis, research design, sampling.

3. Tools and techniques of data collection: Development of questionnaire/tests, reliability, validity; methods of data collection, research report.

4. Management information system: Definition, objectives, benefits, function, characteristics, role of an MIS - information flow.

Recommended Books:

1. Breakwell, G.M., Hammond, S., & Fife-Schaw, C. (2000). *Research methods in psychology* (2nd Ed.).London: Sage Publications.

2. Gravetter, F.J. &Forzano, L.B. (2006). *Research Methods for behavioural sciences*. Singapore: Thomson-Wadsworth

3. Howell, D.C. (2010) *Statistical Methods for Psychology*. Belmont: CA: Cengage Wadsworth.

4. Davis &Oleson.(2006) Management information systems. New Delhi: Tata McGraw Hills.

5. James O'Brien (2006). *Management information systems*. New Dehi: Tata McGraw Hills

PMCP-02	**Organizational Behaviour**		**3 Credits**

1. Organizational behaviour: Approaches of study, challenges in organization behavior and present status.
2. Organizational commitment: Organizational ethics; spirituality at work place; social responsibility, organizational citizenship behavior.
3. Contemporary issues in organizational behaviour: Creativity and innovation; emotional labor, psychological contract; organizational justice and control.

Suggested Readings:

1. M.G. Aamodt, 2001, Industrial and Organizational psychology. New Delhi: Wardsworth
2. F. Luthans, 2010, Organizational behaviour (12th Ed.). New York: McGraw Hill.
3. P. Murray, D. Poole, G. Jones, 2006, Contemporary issues in management and organizational behaviour. Sydney: Cengage.
4. S. P. Robbins, Judge, 2010, Organizational behaviour. New York: Prentice Hall.
5. B. M. Staw, 2002, Research in Organizational Behaviour: An annual series of analytical Essays. Oxford: Elsevier.

PMCP-03	Organizational Communication	Elective	3 credits

1. Conceptual framework: Meaning and process of communication, perspectives; direction of communication flow, communication barriers.

2. External communication: Environmental scanning; management of external communication

3. Communication for organizational effectiveness: Persuasion and influence, counselling, listening, orientation and feedback, conducting effective interviews, effective oral presentations.

Recommended Books:

1. Andrews, P. H. & Herschel, R. T. (1997). *Organizational communication*. (1st Ed.). New Delhi: A.I.T.B.S. Publishers.

2. Fisher, D. (2003*). Communication in organizations* (2nd Ed.). Bombay: Jaico Books.

3. Godhaber, G. M. (1990). *Organinzational Communication* (5th Ed.). Bubuque Brown.

4. Lesikar, R.V. & Pettit, J. D. (1998). *Business communication: Theory and applications. (6th Ed.)*. IIinois: Richard D. Irwin Inc.

5. Tubbs. S.L. & Moss, S. (2006). *Human Communication: Principles and Contexts*. (10th Ed.). McGraw Hill.

PMCR-01	Human Resource Management & Development	Elective	3 credits

1. Changing environment and role of human resource management: Implications of globalization for HRM and HRD; global capitalism and competitive advantages.
2. Strategic human resource management: Models and dimensions.
3. Human resource policies and practices in the Indian context.

Suggested Readings:

1. Aswathapa, K. 1996, Human resource management. Mumbai: Himalaya Publishing House.
2. Barton, J. & Jeffery, G. 1999, Human resource management: Theory and practice (2nded.) London: McMillan Press Ltd.
3. Decenzo, D.A. &Robbins,S.P. 2002, Human resource management (6th ed.). Singapore: John Wiley
4. Dessler, G. &Varkkey, B. 2009,Human resource management (11thed.) New Delhi: Dovling Kindersley (India) Pvt. Ltd.

PMCR-02	Organizational Development & Change	Elective	3 credits

1. Introduction to organizational development: Nature and characteristics, historical development; Process of management of change.

2. Management of organizational development: Foundations, process and action research.

3. Organizational development interventions: Team and third-party.

Recommended Books:

1. French, W. L. & Bell, C. H. (2006). *Organisation Development* (6ed.*).* New Delhi: Pearson Education.
2. French, W. L., Bell, C. H., &Zawacki, R. A. (2005). Organization development and transformation: Managing effective change (6th Ed.). New York: McGraw Hill.
3. Cummings, T. G. & Worley, C. G. (2009). Theory of Organization Development and Change (8ed). New Delhi: Cengage.
4. Senior, B., & Fleming, J. (2009). Organizational change (3ed.). New Delhi: Pearson Education.
5. Thornhill, A., Lewis, P. Millmore, M., & Saunders, M. (2000). *Managing Change: A human resource strategy approach*(1 ed.). New Delhi: Pearson Education.

PMCR-03	Stress Management in Organizations	Elective	3 credits

1. Stress**:** Concept, different perspectives, and symptoms; framework of stress; Occupational stress, P-E fit model of job stress.

2. Individual-centered stress management techniques**:** Cognitive, hypnosuggestive, behavioural and physical (yoga and aerobic exercises) interventions; Coping strategies.

3. Organization-centered stress management interventions: Preventing, mitigating and moderating stress at organizational level.

Recommended Books:

1. Matteson, M. T. &Ivancevich, J. M. (1987). *Controlling work stress-Effective human resources and management strategies*. San Francisco: Josey Bass

2. Pestonjee, D. M. (1992). *Stress and coping*. New Delhi: Sage Publications.

3. Ross, R. R. &Altmair, E. M. (1994). *Interventions in occupational stress*. New Delhi: Sage Publications.

4. Schafer, W. (2000). *Stress management* (4th Ed.). New Delhi: Cengage.

5. Srivastava, A. K. (1999). *Management of occupational stress: Theories and practice.* New Delhi: Gyan Publishing House.

PMCR-04	Human Factors	Elective	3 credits

1. Human Factors: Definition, historical overview, models of human information processing.
2. Human interaction with automation in various contexts: Automation definition, aircraft piloting, air-traffic control, automobiles and highway systems.
3. Human error: The man-machine interface; approaches to human error, errors and accidents, error proneness and accident liability.

Suggested Readings:

1. Wiener, Earl L., Kanki, B G. & Helmreich, R. L. 1993, Cockpit resource management. New York: Academic Presss.
2. Singh, I. L. &Parasuraman, R 1998, Human Cognition: A multidisciplinary perspective. New Delhi: Sage.
3. Parasuraman, R. &Mouloua, M. 1996, Automation and human performance: Theory and application. Hillsdale, NJ: Lawrence Erlbaum Associate.
4. Nickerson, R. S. 1992, Looking ahead: Human factors challenges in a changing world. Hillsdale. NJ: Lawrence Erlbaum Associate.
5. Sheridan, T. B. 2002, Humans and automation: System design and research issues. Santa Monica, CA: John Wiley.

PMCR-05	Counselling Psychology	Elective	3 credits

1. Counselling: Historical perspective. Educational developmental and preventive models; ethical issues in counselling.
2. Counselling approaches: Psychoanalytic, person-centered, existential; cognitive behavioural and electic approaches.
3. Areas of counselling: Educational, career, family and marital and gerontological; stress management oriented counselling; group counselling.

Suggested Readings:
1. C. Feltham, I. Horton, 2006, The SAGE Handbook of counselling and psychotherapy. New Delhi: Sage Pubications
2. Gelso, C.J., &Fretz, B.R. 1995, Counselling psychology. Bangalore: Prism Books Pvt. Ltd.
3. Patri, V.R. 2008, Conselling psychology. New Delhi: Authors Press.
4. Welfel, E.R. 2010, Ethics in counselling & Psychotherapy Belmont: Brooks/Cole
5. Woolfe, R., Dryden, W., & Strawbridge, S. 2003, Handbook of counselling psychology (2nd Ed.). London: Sage Publication Ltd.

PMCR-06	Personality	Elective	3 credits

1. Trait and type approaches: Allport, Cattell, and Eysenck; Big-three and big-five models.
2. Psychodynamic and psychosocial approaches: Freud and Erikson.
3. Behaviouristic and social learning approaches: Skinner, Bandura and Mischel.
4. Humanistic and phenomenological approaches: Rogers and Kelly.

Suggested Readings:

1. Feist, J. & Fiest, G. J. (2009). Theories of personality. New York: McGraw Hill.
2. Friedman, H. S. &Schustack, M. W. (2003). Personality: Classic theory and modern research (2ndEd). Singapore: Pearson Education.
3. Funder. D. C. (2007). The personality puzzle (4thEd). New York: Norton College Books.
4. Hall, G. C., Lindzey, G., & Campbell, J. C. (1998). Theories of personality, (4thEd). New York: Wiley.
5. Larsen, R. J., & Buss, D. M. (2010). Personality Psychology: Domains of knowledge about human nature. New York: McGraw Hill.