

**The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)**



**The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)**

Syllabus for TYBCOM

(June 2023 Onwards)

Program: BCOM

Semester V

Course: Psychology of Human Behavior at Work Part- I

Course Code	Paper Title	Credit
CPHW501	Psychology of Human Behavior at Work Part- I	03



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

1. Syllabus as per **Choice Based Credit System**

i) Name of the Programme	:	T.Y.B.COM. Psychology
ii) Course Code	:	CPHW501
iii) Course Title	:	Psychology of Human Behavior at Work Part- I
iv) Semester wise Course Contents	:	Copy of the syllabus Enclosed
v) References and additional references	:	Enclosed in the Syllabus
vi) Credit structure	:	
No. of Credits per Semester	:	03
vii) No. of lectures per Unit	:	Approximately 10-12
viii) No. of lectures per week	:	03
ix) No. of Tutorial per week	:	---
		Semester End Exam:60 marks (4 Questions of 15 marks)
		Internal Assessment 40 marks: Class Test: 15 marks
		Project/ Assignment: 15 marks
2 Scheme of Examination	:	Class Participation: 10 marks
3 Special notes, if any	:	No
4 Eligibility, if any	:	As laid down in the College Admission brochure / website
5 Fee Structure	:	As per College Fee Structure specifications
6 Special Ordinances / Resolutions, if any	:	No



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

Programme: TYBCom

Semester: V

Course : Psychology of Human Behavior at Work Part- I

Course Code : CPHW501

Teaching Scheme (Hrs/Week)				Continuous Internal Assessment (CIA) 40 marks					End Semester Examination	Total
L	T	P	C	CIA-1	CIA-2	CIA-3	CIA-4	Lab	Written	
3	-	-	3	15	15	10		-	60	100

Max. Time, End Semester Exam (Theory) - 2Hrs.

Prerequisite:	Basic interest in human behavior Understanding of basic concepts in Industrial and Organizational Psychology
---------------	---

Course Objectives	
	1) To acquaint students with the basic concepts and modern trends in Industrial and Organizational Psychology .
	2) To help the students understand the role of theories and the importance of Psychological factors in the world of work.
	3) To help students understand various structures and functions of the organization.
	4) To make the students aware of the applications of psychological principles in the field of work setting.
	5) To create a foundation for higher education and a professional career in Industrial and Organizational Psychology.

Course Content			
Unit No.	Module No.	Content	Lectures
Unit 1 What is Organizational Behavior?	I	What Managers Do?	9
	II	Disciplines that contribute to the OB Field.	
	III	Challenges and Opportunities for OB: Responding to Globalization, Managing Workforce Diversity, Coping with "Temporariness", Helping Employees Balance Work-Life Conflicts, Creating a Positive Work Environment, Improving Ethical Behavior.	
Unit 2 Attitudes and Job Satisfaction	I	Attitudes & it's components.	9
	II	Major Job Attitudes.	
	III	Job Satisfaction- Measuring Job Satisfaction, Causes of Job Satisfaction.	
	IV	The impact of satisfied and dissatisfied employees on the workplace.	

Page
PA
GE
*\
ME
RG
EF
OR
MA



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

Unit 3	I	What is Personality?	
Personality and Values	II	Personality frameworks.	
	III	Other personality Attributes Relevant to OB.	
	IV	Values and cultural Values.	
	Unit 4	I	What are Emotions and Moods? The Basis
Emotions and Moods	II	Emotions.	
	III	Sources of Emotion and Moods.	
	IV	Emotional Labor.	
	V	Emotional Intelligence.	
		OB Applications of Emotions and Moods	
Total No. of Lectures			36

Beyond the Syllabus

Students' Presentations, Group Discussions, Use of E-learning, Book Reviews, Movie Reviews and Conducting Small Scale Studies on Topics related to the Syllabus.

Semester V: Psychology of Human Behavior at Work Paper – I (Paper Pattern)

Duration: 2 hours Marks: 60

Q.1 Essay Type (1/2) (Unit 1) 15 marks

Q.2 Essay Type (1/2) (Unit 2) 15 marks

Q.3 Essay Type (1/2) (Unit 3) 15 Marks

Q.4 Short Notes (3/5) (Unit 4) 15 Marks

Course Outcomes

Students should be able to...

CO1 Demonstrate understanding of the basic concepts and modern trends in Industrial and Organizational Psychology.

CO2 Comprehend the basic foundational theories of Industrial and Organizational Psychology.

CO3 Have demand focused goals and the skills required to work effectively in the work setting.

CO4 Apply the psychological concepts in the Industrial and Organizational field.

CO5 Feel interested and motivated to pursue a professional career in the field of Industrial and Organizational Psychology.

Recommended Resources

Text Books 1. Robins, S.P., Judge, T.A & Vohra, N. (2020). Organizational Behavior (18th Ed). Pearson

Reference Books

1. Aswathappa, K. (2005). Human Resource Management- Text and Cases. (4th Ed.). New Delhi, Tata McGraw Hill Publishing Co. Ltd
2. Luthans, F. (2005). Organizational Behavior. (10th Ed.) McGraw Hill
3. Muchinsky, P.M.(2003). Psychology Applied to Work. (7th Ed.). Wadsworth /Thomson Learning
4. Newstrom, J.W., & Davis. K. (2002). Organizational Behavior: Human Behavior at Work (11 Ed.). Tata McGraw Hill



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

Syllabus Prepared by:

1. Dr. Neeta Mehta, Head and Associate Professor, Department of Psychology & Chairperson, BOS, Vaze College (Autonomous)
2. Ms. Reeta Kamble, Assistant Professor, Department of Psychology & Member, BOS, Vaze College (Autonomous)



**The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)**



**The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)**

Syllabus for TYBCOM

(June 2020 Onwards)

Program: BCOM

Semester 6

Course : Psychology of Human Behavior at Work Part- II

Course Code	Paper Title	Credit
CPHW601	Psychology of Human Behavior at Work Part- II	03



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

1. Syllabus as per **Choice Based Credit System**

i) Name of the Programme	:	T.Y.B.COM. Psychology
ii) Course Code	:	CPHW601
iii) Course Title	:	Psychology of Human Behavior at Work Part- II
iv) Semester wise Course Contents	:	Copy of the syllabus Enclosed
v) References and additional references	:	Enclosed in the Syllabus
vi) Credit structure	:	
No. of Credits per Semester	:	03
vii) No. of lectures per Unit	:	Approximately 9-10
viii) No. of lectures per week	:	03
ix) No. of Tutorial per week	:	---
		Semester End Exam:60 marks (4 Questions of 15 marks)
		Internal Assessment 40 marks: Class Test: 15 marks
		Project/ Assignment: 15 marks
2 Scheme of Examination	:	Class Participation: 10 marks
3 Special notes, if any	:	No
4 Eligibility, if any	:	As laid down in the College Admission brochure / website
5 Fee Structure	:	As per College Fee Structure specifications
6 Special Ordinances / Resolutions, if any	:	No



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

Programme: TYBCom

Semester: VI

**Course : Psychology of Human Behavior at Work
 Part- II**

Course Code : CPHW601

Teaching Scheme (Hrs/Week)				Continuous Internal Assessment (CIA) 40 marks					End Semester Examination	Total
L	T	P	C	CIA-1	CIA-2	CIA-3	CIA-4	Lab	Written	
3	-	-	3	15	15	10		-	60	100

Max. Time, End Semester Exam (Theory) - 2Hrs.

**Prerequisite: Basic interest in human behaviour
 Understanding of basic concepts in Industrial and Organizational Psychology.**

Course Objectives

1) To acquaint students with the basic concepts and modern trends in Industrial and Organizational Psychology.
2) To help the students understand the role of theories and importance of Psychological factors in the world of work.
3) To help students understand various structures and functions of the organization.
4) To make the students aware of the applications of psychological principles in the field of work setting.
5) To create a foundation for higher education and a professional career in Industrial and Organizational Psychology.

Course Content		
Unit No.	Content	Lectures
Unit 1 Motivation Concepts	Defining Motivation. Early theories of motivation. Contemporary theories of motivation- Goal Setting Theory, Equity Theory/Organizational Justice, Expectancy Theory.	9
Unit 2 Understanding Work Teams	Why have teams become so popular? Differences between Groups and Teams, Types of Teams. Creating an Effective Team. Turning Individuals into Team Players.	9



The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)

Unit 3 Leadership	What is Leadership? Trait and Behavioral theories. Contingency Theory- The Fiedler Model. Charismatic Leadership and Transformational Leadership.	9
Unit 4 Organizational Change and Stress Management	Forces of Change. Resistance to Change. Work Stress and Its Management	9
Total No. of Lectures		36

Beyond the Syllabus

Students' Presentations, Group Discussions, Use of E-learning, Book Reviews, Movie Reviews and Conducting Small Scale Studies on Topics related to the Syllabus.

Semester VI: Psychology of Human Behavior at Work Paper - II (Paper Pattern)

Duration: 2 hours

Marks: 60

Q.1 Essay Type (1/2) (Unit 1)

15 marks

Q.2 Essay Type (1/2) (Unit 2)

15 marks

Q.3 Essay Type (1/2) (Unit 3)

15 Marks

Q.4 Short Notes (3/5) (Unit 4)

15 Marks

Course Outcomes

Students should be able to...

CO1	Demonstrate understanding of the basic concepts and modern trends in Industrial and Organizational Psychology.
CO2	Comprehend the basic foundational theories of Industrial and Organizational Psychology.
CO3	Have demand focused goals and the skills required to work effectively in the work setting.
CO4	Apply the psychological concepts in the Industrial and Organizational field.
CO5	Feel interested and motivated to pursue professional career in the field of Industrial and Organizational Psychology.

Recommended Resources

Text Books	1. Robins, S.P., Judge, T.A & Vohra, N. (2020). Organizational Behavior (18 th Ed). Pearson
Reference Books	1. Aswathappa, K. (2005). Human Resource Management- Text and Cases. (4 th Ed.). New Delhi, Tata McGraw Hill Publishing Co. Ltd



**The Kelkar Education Trust's
V G Vaze College of Arts, Science and Commerce
(Autonomous)**

	<ol style="list-style-type: none">2. Luthans, F. (2005). Organizational Behavior. (10th Ed.) McGraw Hill3. Muchinsky, P.M.(2003). Psychology Applied to Work. (7th Ed.). Wadsworth /Thomson Learning4. Newstrom, J.W., & Davis. K. (2002). Organizational Behavior: Human Behavior at Work (11 Ed.). Tata McGraw Hill
--	---

Syllabus Prepared by:

1. Dr. Neeta Mehta, Head and Associate Professor, Department of Psychology & Chairperson, BOS, Vaze College (Autonomous)
2. Ms. Reeta Kamble, Assistant Professor, Department of Psychology & Member, BOS, Vaze College (Autonomous)

