

# VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT

## M. A. PART- II

### PSYCHOLOGY

#### PAPER – V

#### ORGANIZATIONAL BEHAVIOUR

Duration 3 Hours

##### SECTION : I

University Ex cm 35  
Internal Exam 15

##### SECTION : II

University Exam 35  
Internal Exam 15

##### OBJECTIVE:

This course designed for the students of human behavior aim at understanding the behavior of individual along with other organizational. assets.

Students are expected to learn not only the theoretical aspects of the course but also to familiarize themselves with the skills, techniques and their implications.

The course would create an enabling experience in the students to understand the organizational processes and its linkages the social contexts.

##### SECTION – I

###### 1– INTRODUCTION :

define, meaning (OB) –contribution of Taylor, Henry Fayoll challenges, scope & opportunities –what managers do –value of systematic study of OB –contributing disciplines to the OB –developing and OB model.

###### 2– PERSON IN THE ORANIZATION :

biographical characteristics –ability –personality –major personality attributes affecting OB –learning is a behavior shaping tool –personality, job & culture.

###### 3– INDIVIDUAL PERCEPTION & DECISION MAKING :

Factor influencing perception –person & judgments about other –link between perception & decision –optimizing decision making model –alternative decision making models.

###### 4– THE INDIVIDUAL & ORGANIZATION :

values –type of values –attitudes & behavior –primary job related attitudes –what determines job satisfaction –skills involved in changing attitudes.

###### 5– BASIC MOTIVATION CONCEPTS :

motivation process –early and contemporary motivation theory.

###### 6– MOTIVATION APPLICATION :

MBO –behavior modification participative management –performance based compensation –flexible benefits –alternative work schedules –job redesign –employee involvement programs.

###### 7– THE GROUP & ORGANIZATION :

–DEFINING & classifying groups –why do join groups –stages of group development –towards explaining work group behavior –external condition imposed on the group –group member resources –group structure group processes – group task –should management seek cohesive workgroup ?

## SECTION – II

- 8– **COMMUNICATION & OB :**  
–communication function & process –communication fundamentals –key communication skills –group decision making.
- 9– **LEADERSHIP AND POLITICS :**  
–what is leadership? –trait theories –behaviour theories –contingency theories –recent approaches to leadership.
- 10– **POWER AND POLITICS :**  
definition of power –leadership & power –bases & sources of power –key to power – power in groups –power in action.
- 11– **CONFLICT, NEGOTIATION & INTERGROUP BEHAVIOUR :**  
definition –transition in conflict thought –functional Vs dysfunctional conflict – conflict process –negotiation intergroup relations –methods for managing intergroup relations.
- 12– **FOUNDATIONS OF ORGANIZATION STRUCTURE :**  
what is structure? –Basic organizational concepts –structural variables & OB.
- 13– **ORGANIZATIONAL CULTURE :**  
what is organizational culture ? –creating & sustaining culture –how employees learn culture –organizational culture in action.
- 14– **WORK STRESS :**  
define stress –understanding stress & its consequences –potential sources of stress – individual differences –stress consequences –stress management strategies.
- 15– **ORGANIZATIONAL CHANGE & DEVELOPMENT :**  
nature –forces & managing planned change –resistance to change –organizational development interventional techniques –cultural issues in change & development skills in managing change at individual level.

### **BASIC BOOKS :**

- 1– Organizational Behaviour by Stephen P. Robbins; Prentice –Hall of India private Ltd., New Delhi. ( 1993 )
- 2– Organizational Behaviour, by John W. & Keith Davis; Tata McGraw –hill publishing Comp. Ltd., New Delhi (2000)
- 3– Organizational Behaviour by Fred Luthans; McGraw –hill book Co. New York.

# VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT

## M. A. PART- II

### PSYCHOLOGY

#### PAPER – VI

#### PSYCHOLOGICAL ASSESSMENT

Duration 3 Hours

Marks 100

#### SECTION I

University Exam	35
Internal assessment	15

#### SECTION II

University Exam	35
Internal assessment	15

#### OBJECTIVES :

- 1– To train students in various psychological assessment techniques
- 2– To impart skills necessary for selecting and applying different tests for different purposes such as evaluation training, rehabilitation etc

#### SECTION – I

- 1– Definition of Psychological Tests  
uses and types of psychological tests  
Characteristics of a good test
- 2– parameters of assessment  
Psychological scaling and Methods of scaling
- 3– Principles of Psychological Test Construction :  
content  
Item analysis  
sampling procedures  
Norms, Reliability, validity  
factor analysis and cross validation.
- 4– Test Administration  
Scoring and interpretation
- 5– Assessment of General Abilities  
The Binet scales  
Stanford  
Binet scales adaptations in India  
The wechsler scales  
clinical use of stanford  
Binet and wechsler scales :
- 6– Individual performance scales :  
Uses and limitations.
- 7– Scale for Infants and Pre–school children  
Group scale of intelligence
- 8– Verbal, Non-verbal and Mix scales :  
Scales for elementary and higher levels.  
Uses and limitations.

## **SECTION – II**

- 9– Assessment of special Abilities :  
Aptitudes and their assessment  
Global and unitary approaches  
Multifactor test batteries  
DAT, GATB and FACT  
other tests of special abilities and professional aptitudes  
uses in guidance and selection
- 10– Assessment in Educational Set-up :  
Tests of educational achievements  
General and in special area  
Uses
- 11– Assessment of Interest :  
Nature of interest  
Different approaches to their assessment  
strong and kuder inventories.
- 12– Assessment of aptitudes Opinion and values :  
Deferent methods of appraising them.
- 13– Assessment of personality :  
self report inventories  
Rating scales  
Interview  
Projective tests  
non projective tests.
- 14– Sociometric tests and devices

### **READINGS :**

- 1– Anastasi A. (1997 )  
Psychological Testing  
New York, Macmillan Co.
- 2– Ciminero A.R. ( Eds. ) ( 1986 )  
Handbook of behavioural assessment  
New York, John Wiley.
- 3– Cronbach L.J. ( 1997 )  
Essential of Psychological Testing  
2nd Edi. New York
- 4– Freeman F.S. ( 1962 )  
Theory and practice of Psychological Testing  
3rd Edi. New York.

### **REFERENCE BOOKS :**

- 5– Bexdie, R.F. ( 1963 )  
Testing in Guidance and Counselling  
New York McGraw Hill.
- 6– Vernon, P.E. ( 1964 )  
Personality Assessment  
A critical Survey, London
- 7– Goodenough F.L. ( 1960 )  
Mental. Testing  
New York, Holt.

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# VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT

## M. A. PART- II

### PSYCHOLOGY

#### PAPER – VII

#### PERSONALITY THEORIES

To come in force from – June, 2006

Duration 3 Hours  
University Exam 70 Marks  
Internal Exam 30 Marks

Total 100 Marks

#### **OBJECTIVE :**

This course helps the students to understand the diverse psychological strategies to analyse personality.

#### **SECTION – I**

- 1– Background of personality theories.
- 2– Psycho–analytics theory of personality sigmund freud
- 3– Personality theory of Jung.
- 4– Personality theory of individual psychology – Alfred Adler
- 5– Personality theory of Sullivan
- 6– Personality theory of karen Horney
- 7– Psycho–social personality theory Eric Erik son.
- 8– personality theory of Henry Murray.
- 9– A phenomenological theory of personality. Carl Rogers.

#### **SECTION – II**

- 10– Organismic theory of personality : Kurt Goldstein
- 11– Maslow's theory of personality
- 12– Trait theory of personality : Gordon Allport
- 13– Personality theory of kurt lewin.
- 14– Personality theory of Eysenck
- 15– Personality theory of R.B. Cattell.
- 16– A social learning theory of Personality Albert Bandura
- 17– A Cognitive theory of Personality : George Kelly
- 18– New direction of personality Psychology.

#### **READINGS :**

- 1– Liebert R.M. & Spiegler M.D. personality : Strategies and issues, pacific Grove, California : Brooks / cole publishing company.
- 2– Biscoff L.J. (1970) Interpreting personality theories, New York, Harper & Roe.
- 3– Hall C.S. & Lindzey G. (1978) Theories of personality 3rd Ed., New York, J. Wiley & Sons.
- 4– Hjelle, L.A. & Zeigler D.J. ( 1991 ) personality theories : Basic assumptions, research & applications; 2nd Ed. International student Edition. McGraw Hill, International Book Co,
- 5– Pervin L.A. ( 1975 ) Personality; Theory, assessment and research, 2nd Ed., New York Wiley International ed.
- 6– Sahakian B.S. (1965) Psychology of personality Readings in theory, Chicago: Rand Mc– Nally college Publication Co.

- 7- Magnusson, D. & Endior N. S. (1977) personality at Cross roads New Jersey, Hillsdale, Lawrence Erlbaum Associates.
- 8- Di[. k&s&mb[n k[. BÍ  
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# VEER NARMAD SOUTH GUJARAT UNIVERSITY, SURAT

## M. A. PART- II

### PSYCHOLOGY

### PAPER – VIII

#### EXPERIMENTAL PSYCHOLOGY ( PRACTICLAS )

To come in force from : June, 2006

Duration : 3 hours  
University Exam : 70 Marks  
Internal Exam : 30 Marks

#### **OBJECTIVE :**

To substantiate the theoretical constructs of various psychological phenomena through experiments.

#### **PRACTICALS :**

1–	Write up of experiment performed	...	...	20
2–	Performance	...	...	10
3–	Practical No. II only write up	...	...	10
4–	Journal	...	...	20
5–	Viva	...	...	10

70

#### No. : 1 :

Forgetting of meaningful material indicated by immediate and long term memory ( P. 211, Wrs P. 696 14 A, 14 B )

#### No. : 2 :

Problem solving ( P.237, KB No. 51, P.114,V.228 WES, 814)

#### No. : 3 :

To study learning under massed & distributed practice (WRS. 741, UBI P. 330)

#### No. : 4 :

To study relative recall of completed and Uncompleted task. (WRS. 692, P. E. 389)

#### No. : 5 :

Retroactive Inhibition (WRS. 761, U.B.I. 554, P.E. 387)

#### No. : 6 :

Bilateral Transfer (WRS.741, U.B.I. 380, P.E. 440, M.NL. 343)

#### No. : 7 :

To study the influences of repetition of task or memory. (WRS. 707)

#### No. : 8 :

To determine D.L. for lifted weight by the method of limit (WRS. 197, U.B.I. 154)

#### No. : 9 :

Habit Interference (WRS. 763, MNL. 43)

#### No. : 10 :

Accuracy and Reliability of report (VCN. 216, KP. 36)

#### No. : 11 :

Learning set of Multiple choice (T & R 187)

#### No. : 12 :

Effect of knowledge on performance of Ergo graph (W.S. 686, B. 257)

#### No. : 13 :

Brightness constancy ( P,E. 159, WS. 436 – 437 )

#### NO. : 14 :

Size constancy ( P.E. 102. WS. 480 )

#### No. : 15 :

Serial position effect on verbal learning (WRS. 708)

**READING :**

- 1- wood worth R.S, and Scholsberg H. Experimental Psychology, New York, ( 1954 )
- 2- Osgood C.E. Method and theory of experimental Psychology New York, Oxford University Press ( 1953 )
- 3- Postman leo and Egan J.D. Experimental psychology an Introduction, New York, Harper ( 1949 )
- 4- Andrews T.G. Methods of Psychology New York, Wiley ( 1948 )
- 5- Munn N.L. Laboratory method in general experimental Psychology New York, Houghton Mifflin ( 1938 )
- 6- Tinker M.A. and Russell W.A. An Introduction to method in Experimental Psychology New York, Appleton century crafts ( 1938 )
- 7- Dashiell J.E. Manual of experimental psychology, New York, Houghton Mifflin (1931)
- 8- Bugelski B.R. A first course in experimental psychology New York, Henry Holf (1956)
- 9- p\i. a[s.s). kiniviNi {1995}  
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