

St. Joseph's College of Commerce (Autonomous)
#163, Brigade Road, Bangalore - 560 025

Subject Name: Industrial Psychology and Industrial Relations

Lecture hours: 60

LESSON PLAN FRAMEWORK (MODULE WISE)

Unit/ Session/ Hours (Time Required)	Topics For Student Preparation (Input)	Procedure (Process)	Learning Outcome (Output)	Assessment
UNIT I/ 6 hours	Find out need for Industrial psychology in today's context.	<ul style="list-style-type: none"> • Lecture • Activity 	Scope, subject matter and functions of industrial Psychology	<ul style="list-style-type: none"> • tests • projects • assignment
Unit II/12 hours	Write down five points on how you behave when you are alone, when in a small group and a large group.	<ul style="list-style-type: none"> • Lecture • Activity • Case study. 	knowledge on types, functions, characteristics, process and properties of group. The significance, types and role of power in a group	<ul style="list-style-type: none"> • tests • projects • assignment
Unit III/10 hours	Write down symptoms of positive and negative morale in a person towards his work	<ul style="list-style-type: none"> • Lecture • Activity • Case study 	how culture affects work and how morale should be responsibility of management	<ul style="list-style-type: none"> • tests • projects • assignment
Unit IV/10 hours	Find out about the role of an employee empowerment in an MNC and a government company.	<ul style="list-style-type: none"> • Lecture • Activity Case study 	importance of employee empowerment, industrial labour organisation. Awareness about national commission on labour, Industrial relations- its approaches	<ul style="list-style-type: none"> • tests • projects • assignment
Unit V/10 hours	List down the benefits enjoyed by	<ul style="list-style-type: none"> • Lecture 	entire working of trade unions and also the	<ul style="list-style-type: none"> • tests

	members of trade unions.	<ul style="list-style-type: none"> • Activity 	causes and cures of industrial unrest.	<ul style="list-style-type: none"> • projects • assignment
Unit VI/12 hours	Identify a popular grievance been in media for a long time and its outcome.	<ul style="list-style-type: none"> • Lecture • Activity 	Conflict, its process, bargaining strategies and role of personality traits in negotiation. To be aware of causes of grievances and Grievance Redressal Machinery.	<ul style="list-style-type: none"> • tests • projects • assignment

LESSON PLAN (HOURLY WISE)

Subject Name: Industrial Psychology and Industrial Relations

Lecture hours: 60

Objective: The course will provide the students with knowledge and insight into industrial psychology, group dynamics, productivity and morale, industrial democracy, role of trade unions and effective grievances handling systems.

Sl. No	UNIT & OBJECTIVES	No. of Lecture Hours	Methodology/ Instructional techniques	Evaluation/ learning confirmation
UNIT I	INTRODUCTION TO INDUSTRIAL PSYCHOLOGY-to analyze the scope, subject matter and functions of industrial Psychology	6		
1.	Nature and Scope of Industrial Psychology	1	Lecture	Question and Answer
2.	Industrial psychology -Meaning, subject matter	1	Lecture with examples	Question and Answer
3.	Industrial psychology - functions	1	Lecture with examples	Question and Answer
4.	Industrial psychology - functions	1	Lecture & Activity	Question and Answer
5.	Development of Industrial Psychology	1	Lecture	Question and Answer
6.	Development of Industrial Psychology	1	Lecture	Question and Answer
UNIT II	GROUP DYNAMICS AND POWER- to enhance knowledge on types, functions, characteristics, process and properties of group. To understand the significance, types and role of power in a group.	12		
1.	Meaning, Types and characteristics of a group	1	Lecture with activity	Question and Answer
2.	functions and goals of groups	1	Lecture	Question and Answer
3.	Process of group formation	1	Lecture with activity	Question and Answer
4.	Group Properties- Group size, Group Roles.	1	Lecture & Activity	Question and Answer
5.	Group Properties-Group Norms &Group Cohesiveness	1	Lecture & Activity	Question and Answer
6.	Group Properties- Group Cohesiveness& Group Status	1	Lecture	Question and Answer

7.	Group behaviour	1	Lecture	Question and Answer
8.	Power- Significance and meaning of power	1	Lecture with case study	Assignment
9.	Types of power - Effectiveness of power bases.	1	Lecture	Question and Answer
10.	Power in the group	1	Activity/Lecture	Assignment
11.	Leadership traits and skills in a group.	1	Lecture	Question and Answer
12.	Leadership traits and skills in a group	1	Lecture	Question and Answer
UNIT III	WORK CULTURE, PRODUCTIVITY AND MORALE- to know how culture affects work and how morale should be responsibility of management	10		
1.	Organisational culture-how culture affects work	1	Lecture with examples	Question and Answer
2.	Components of culture in the organization.	1	Lecture with examples	Question and Answer
3.	Introduction and Definition of morale	1	Lecture with activity	Question and Answer
4.	measurement of morale	1	Lecture	Illustrations
5.	morale and job satisfaction - Morale and productivity	1	Lecture	Question and Answer
6.	Morale as a responsibility of management	1	Lecture with case study	Question and Answer
7.	Indices of low morale	1	Lecture with examples	Assignment
8.	Measures to improve morale and productivity.	1	Lecture	Question and Answer
9.	Measures to improve morale and productivity.	1	Lecture	Question and Answer
10.	Activity outside classroom-identify different culture at different places of work.	1	Activity	Activity
UNIT IV	INDUSTRIAL DEMOCRACY - to understand the importance of employee empowerment, industrial labour organisation. To be well aware of national commission on labour, Industrial relations- its approaches	10		
1.	Employee Empowerment: Industrial Democracy	1	Lecture with examples	Question and Answer
2.	Industrial Peace	1	Lecture	Question and Answer
3.	International Labor Organization	1	Lecture with examples	Assignment
4.	Introduction and functions of National Commission	1	Lecture	Assignment

	on Labour			
5.	Industrial Relations-Introduction and meaning	1	Lecture with examples	Question and Answer
6.	Industrial Relations- approaches	1	Lecture with examples	Question and Answer
7.	Industrial Relations- systems model	1	Lecture	Question and Answer
8.	Pluralist Approach and The Structural Contradictions Perspective.	1	Lecture	Question and Answer
9.	Pluralist Approach and The Structural Contradictions Perspective.	1	Lecture	Question and Answer
10.	Activity using internet- latest news on the international labor organization	1	Activity	Activity
UNIT V	TRADE UNIONS AND INDUSTRIAL UNREST - to understand the entire working of trade unions and also to know the causes and cures of industrial unrest.	10		
1.	Trade Union and the employee: Structure	1	Lecture	Question and Answer
2.	characteristics and functions of trade unions	1	Lecture with examples	Question and Answer
3.	Essentials of Trade Unions Act, 1926.	1	Lecture	Question and Answer
4.	Essentials of Trade Unions Act, 1926	1	Lecture	Question and Answer
5.	Industrial Unrests- causes	1	Lecture	Question and Answer
6.	cures of industrial disputes	1	Lecture	Question and Answer
7.	Bipartite and Tripartite machineries;	1	Lecture	Assignment
8.	Collective Bargaining- Introduction and meaning	1	Lecture	Question and Answer
9.	Collective Bargaining -characteristics and functions	1	Lecture	Question and Answer
10.	Classroom activity- model of collective bargaining	1	Activity	Activity
Unit VI	CONFLICT NEGOTIATION AND MANAGEMENT OF GRIEVANCES - to have an understanding on conflict, its process, bargaining strategies and role of personality traits in negotiation. To be aware of causes of grievances and Grievance Redressal Machinery.	12		
1.	Definition of conflict	1	Lecture/activity	Question and Answer
2.	Conflict process	1	Lecture/activity	Question and Answer
3.	Negotiation – Bargaining strategies	1	Lecture with examples	Assignment

4.	Negotiation – Bargaining strategies	1	Lecture	Question and Answer
5.	Role of personality traits in negotiation – Mediator – Arbitrator.	1	Lecture	Question and Answer
6.	Role of personality traits in negotiation –Conciliator and Consultant	1	Lecture	Question and Answer
7.	Causes of grievances	1	Lecture with examples	Question and Answer
8.	Causes of grievances	1	Activity	Activity
9.	Need for grievance procedure	1	Lecture	Question and Answer
10.	Grievance Redressal Machinery.	1	Lecture	Question and Answer
11.	Grievance Redressal Machinery.	1	Lecture	Question and Answer
12.	Class activity(role play)- personality traits in negotiation	1	Activity	Activity

Books for reference

- Berry, L.M. (1998), reprint 2010. Psychology at work: An introduction to Industrial and Organizational Psychology. N.Y.: McGraw-Hill International Editions
- Aamodt, M.G. (2007). Industrial and organizational psychology: An applied approach. US: Thomson & Wadsworth.
- Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8thed. N.D.: Pearson Edu.
- Ahuja K. K.: Personnel Management, Kalyani Publishers.
- Dwivedi R S: Personnel Management in Indian Enterprises, Galgotia Publishing Company.
- Dwivedi R S: Human Relations and Organisational Behaviour – A Global Perspective, McMillan India Limited.
- Fred Luthans, Organisational Behaviour, McGraw Hill, Inc.
- Mamoria C B & Gankar. S. V.: Personnel Management, Text and Cases, Himalaya Publishing House.
- Rao V.S.P. & Narayana P.S.: Organisational Theory and Behaviour, Konark Publishers Pvt. Ltd.
- Stephen P. Robbins: Organisational Behaviour – Concepts, Controversies and Applications, Prentice Hall of India.

