
**DEPARTMENT OF PSYCHOLOGY
MA PSYCHOLOGY, BATCH: 2022-2024
IILM UNIVERSITY, GURUGRAM**

MASTER OF ARTS PSYCHOLOGY

OVERALL CREDIT STRUCTURE

Category	Credits
Programme Core	52
Skill Enhancement	2
Ability Enhancement	2
General Elective	16
Discipline Specific Electives	48
Dissertation/ Project & Internship	16
Total Credits	112

Program Core

SAL-MPSY-401	Personality
SAL-MPSY-402	Statistics
SAL-MPSY-403	Psychology of Cognition, Emotion and Motivation
SAL-MPSY-404	Practicum Testing/Experiments 1-
SAL-MPSY-405	Organizational Psychology
SAL-MPSY-407	Physiological Psychology
SAL-MPSY-408	Psychopathology across Lifespan
SAL-MPSY-409	Practicum Testing/Experiments 1-
SAL-MPSY-410	Psychological testing and assessment
SAL-MPSY-501	Life Span Development
SAL-MPSY-502	Principles and Techniques of Counseling
SAL-MPSY-503	Practicum/ Field work in Clinical/ Counseling/ OB and Social
SAL-MPSY-511	Understanding Social Psychology

Skill Enhancement Course

IILMU-CC-001	Information Management
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Ability Enhancement Courses

SAL-MPSY-412	Communication and Social Skills
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General Elective

SAL-MPSY-406	History of Psychology
SAL-MPSY-411	Research Methodology
SAL-MPSY-504	Positive Psychology and Self in the New World
SAL-MPSY-512	Gender- Psychological Understanding

Discipline Specific Elective

SAL-MPSY-505	Consumer Psychology and Advertising
SAL-MPSY-506	Human Resource Management
SAL-MPSY-507	Change Management
SAL-MPSY-508	Psychotherapy
SAL-MPSY-509A	Rehabilitation Psychology
SAL-MPSY-510A	Neuroscience of Positive Psychology
SAL-MPSY-514	Family and Couple Therapy
SAL-MPSY-515	Health and Community Psychology
SAL-MPSY-516	CBT-REBT: Basic Applications
SAL-MPSY-517	Psychological Wellbeing at Workplace
SAL-MPSY-518	Training and Development
SAL-MPSY-519	Career Counselling and work of work

Dissertation/ Projects & Internship

SAL-MPSY-413	Summer Internship
SAL-MPSY-513	Project/ Dissertation

MA PSYCHOLOGY (2022-2024)
CREDIT SHEET

S.NO	Course Code	Course Title	Core/Elective	Credits	Sessions	Hrs	L T P
SEM-1							
1	SAL-MPSY-401	Personality	Core-1	4	48	60	3 1 0
2	SAL-MPSY-402	Statistics	Core-2	4	48	60	3 1 0
3	SAL-MPSY-403	Psychology of Cognition, Emotion and Motivation	Core-3	4	48	60	3 1 0
4	SAP-MPSY-404	Practicum 1-Testing/ Experiments	Core-4	4	48	60	1 0 3
5	SAL-MPSY-405	Organizational Psychology	Core-5	4	48	60	3 1 0
6	SAL-MPSY-406	History of Psychology	GE-1	4	48	60	3 1 0
7	IILMU-CC-001	Information Management	SEC-1	2	24	30	1 1 0
				26			
SEM-2							
1	SAL-MPSY-407	Physiological Psychology	Core-6	4	48	60	3 1 0
2	SAL-MPSY-408	Psychopathology across life span	Core-7	4	48	60	3 1 0
3	SAP-MPSY-409	Practicum-2 Testing/Experiments	Core-8	4	48	60	1 0 3
4	SAL-MPSY-410	Psychological testing and assessment	Core-9	4	48	60	3 1 0
5	SAL-MPSY-411	Research Methodology	GE-2	4	48	60	3 1 0
6	SAL-MPSY-412	Communication and Social Skills	AEC	2	24	60	1 1 0
7	SAP-MPSY-413	Summer Internship	Core-10	8	4-6 weeks		
				30			

SEM-3							
1	SAL-MPSY-501	Life Span Development	Core-11	4	48	60	3 1 0
2	SAL-MPSY-502	Principles and Techniques of Counseling	Core-12	4	48	60	3 1 0
3	SAP-MPSY-503	Practicum/ Field work in Clinical/ Counseling/ OB and Social	Core-13	4	48	60	1 0 3
4	SAL-MPSY-504	Positive Psychology and Self in the New World	GE-3	4	48	60	3 1 0
5	SAL-MPSY-505	Consumer Psychology and Advertising	DSE-1	4	48	60	3 1 0
6	SAL-MPSY-506	Human Resource Management	DSE-2	4	48	60	3 1 0
7	SAL-MPSY-507	Change Management	DSE-3	4	48	60	3 1 0
8	SAL-MPSY-508	Psychotherapy	DSE-4	4	48	60	3 1 0
9	SAL-MPSY-509A	Rehabilitation Psychology Neuroscience of Positive Psychology	DSE-5	4	48	60	3 1 0
10	SAL-MPSY-510A		DSE-6	4	48	60	3 1 0
	(any 3 DSE PAPERS)			28			

SEM-4							
1	SAL-MPSY-511	Understanding Social Psychology	Core-14	4	48	60	3 1 0
2	SAL-MPSY-512	Gender- Psychosocial Understanding	GE-4	4	48	60	3 1 0
3	SAL-MPSY-513	Project/ Dissertation	Core-15	8	16 weeks		
4	SAL-MPSY-514	Family and Couple Therapy	DSE-7	4	48	60	3 1 0
5	SAL-MPSY-515	Health & Community Psychology	DSE-8	4	48	60	3 1 0
6	SAL-MPSY-516	CBT--REBT: Basic Applications	DSE-9	4	48	60	3 1 0
7	SAL-MPSY-517	Psychological Well-being at Workplace	DSE-10	4	48	60	3 1 0
8	SAL-MPSY-518	Training and Development	DSE-11	4	48	60	3 1 0
9	SAL-MPSY-519	Career Counselling and world of work	DSE-12	4	48	60	3 1 0
(any 3 DSE PAPERS)	Total	28					

Total Credits 112 Credits

DEPARTMENT OF PSYCHOLOGY

Detailed course descriptions for postgraduate programs:

SAL-MPSY-401 Personality

4 credits (3-1-0)

Introduction to personality: Definition, Biological, Environmental and Evolutionary Foundations, Personality Research: Methods, Psychometric tests, Personality Research: Methods, Psychometric tests, Defense Mechanisms, Intrapsychic conflict between Id, Ego and Superego, Freud's Personality Types: Oral, Anal, Phallic and Genital Personalities, Critical Analysis along with a discussion on Erikson's Stages of Development; Carl Gustav Jung: Background, Theory of Libido, Theory of Unconscious, Jungian Complexes and Archetypes, Jung's concepts of personality Structure, Alfred Adler (Inferiority, Birth order), Karen Horney: Background and Theory of Personality, Harry Stack Sullivan: Interpersonal theory and theory of cognition, Heinz Kohut: Culture and the Unconscious, Erich Fromm: Theory of Personality; Preliminary Understanding of Traits (Definition, Biological basis), Gordon Allport's theory of personality, Raymond Cattell's theory of personality, The 16PF questionnaire, The Five-Factor Theory; The Five-Factor Theory, Viktor Frankl's Existential Theory, Carl Rogers Theory of Personality, Carl Rogers Theory of Personality, Disorders of Personality: Cluster A Suspicious, Disorders of Personality: Cluster B Emotional and Impulsive, Disorders of Personality: Cluster C Anxious, Personality Development: Body Language, Verbal Communication (Conversation, Interviews, Presentation, Meetings)

SAL-MPSY-402 Statistics

4 credits (3-1-0)

The central objective of the major in Statistics is to equip students with consequently requisite quantitative skills that they can employ and build on in flexible ways. Its application to other disciplines, Levels of Measurements, Concept of Descriptive and Inferential Statistics, Concept of Variables, Measures of central tendency: Mean, Median and Mode, Computation, Distributions: Discrete distributions-Binomial, Poisson, Continuous distributions, Computation of various distributions; Variability, power and effect size, Testing for normality and outliers. The Normal Curve: Normal Distribution, Deviations, Skewness, types of Skewness and Computation, Kurtosis, types of kurtosis and Computation, Types of hypothesis, Statistical Hypothesis testing, types of errors, Hypothesis testing with two-sample cases. One-tailed & Two tailed tests; Correlation and computation, Correlation coefficients, Product moment, partial correlation, Regression, types and computation, Introduction to Parametric statistics, Two-group

differences: t-test: independent and dependent samples, Applications, Computations of Various types by various methods, One-way ANOVA: independent and dependent samples, Two-way ANOVA: independent samples; Definition of Non-Parametric statistics assumptions Advantages of Non-Parametric tests, disadvantages of Non-Parametric tests, Chi-square: Its assumptions types and calculations: Chi-Square test of goodness of fit, test of independence, Comparison of proportions, Biserial Correlation Its assumptions types and calculations, Factor Analysis: Basic Concepts, Methods of extraction and methods of rotation: Basic concepts.

SAL-MPSY-403 Psychology of Cognition, Emotion and Motivation 4 credits (3-1-0)

Introduction to Cognition and Emotion and the relation between the two, Emotions- Types, theories, nature; Cognition- key concepts and theories; Biological basis of Emotions and Cognition, Quantification of Emotion and Cognition, Explore the interaction between emotion and cognition, emotional regulation; interplay of emotion and attention, interplay of emotion and memory; cognition, emotion and decision-making , conscious awareness, cognition and the affect, cognition, emotion, and development; emotion, insight and creativity, integrating emotions and intelligence-emotional intelligence.

SAL-MPSY-404 Practicum 2: testing/experiments 4 credits (1-0-3)

Introduction to the module, Testing, basic psychometric properties of the scale, APA Guidelines; Practical 1 MBTI Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 2 Perceived Stress Scale Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 3 Leadership Preference scale Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 4 Family Environment Scale Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 5 Happiness Scale Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 5 Happiness Scale Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 6 Emotional Intelligence Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 7 Psychological Well- being Scale Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 8 Self-concept Scale Basic Concept, Related

Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline.

SAL-MPSY-405 Organizational Psychology

4 credits (3-1-0)

Introduction to Industrial Organizational Psychology: What is industrial-organizational psychology, The roots and early history of organizational psychology, The trends (first to 4th industrial revolution), Scope and Process, What is Organizational Behavior, What do managers do?, Challenges for Managers- Functions, Roles and Skills, Disciplines Contributing to OB, Foundations of Individual Behavior, Positive psychology at work, Psychological capital; Individual Differences: Human attributes, Abilities (Cognitive, Physical, Sensory & Psychomotor), Personality and work behavior, The Big Five and other models of Personality (The dark triad, approach-avoidance and other personality traits relevant to work), Implications of Broad Personality Models, Additional attributes, Skills, Knowledge, Competencies, Values, The importance and organization of values, Generational values and differences; Perception and Individual Decision Making, A basic model of performance, The motivation to work, Work Attitudes, Moods, Emotions, Attitudes and Behavior, Stress and Worker Well-Being, Fairness, Justice and Diversity at the Workplace, Leadership in Organizations, Teams in Organizations, Organizational Theory, Dynamics and Change, Organizational Development and Change.

SAL-MPSY-406 History of Psychology

4 credits (3-1-0)

Introduction, Prescientific Psychology: Ancient Greek and Modern Philosophical Influences: Systems in psychology: Meaning, Types, Theories and Hypotheses, functions of psychological systems and theories, evaluating systems of psychology and basic issues in Psychology, Hellenic Period, Socrates, Plato and Aristotle view, Decline of Greek naturalism, science of renaissance, Mind body problem, Empiricism, Associationism, Nativism (German psychology before 1850); Beginning of Experimental Psychology: Psychophysics, Phrenology and Sense physiology, Theory of Evolution; Structuralism, Functionalism and Associationism: Wundt Systematic psychology and structuralism, William James 's stream of consciousness and Functionalism, Modern Associationism; Behaviorism, Gestalt, Psychoanalysis: Early and Later Behaviorism, Founding of Gestalt Psychology, Freudian Psychology, Heirs to Freud; Modern Day Psychology: Humanistic and Existential principles, Cognitive psychology, Indigenous Indian thought and traditions- nature of consciousness, mind, self and mental functions.

IILMU-CC-001 Information Management

2 credits (1-1-0)

Information Management as MS-OFFICE is one of the most important tools that help managers achieve the desired outcomes effectively, quickly and efficiently. OFFICE has become the primary analytical tool of the business world, but this is not just an Excel course: It's about turning business data into valuable information, using MS-OFFICE as the tool. To understand how data enables to approach and manage information systems from an information management & control perspective both in a practice setting and in the context of projects. This course mainly focuses on the nature of information problems that arise in organizations that rely on ERP systems.

SAL-MPSY-407 Physiological Psychology

4 credits (3-1-0)

Structure of the Neuron: The Nervous System's Building Block, Neural Impulse: Action potential, The Synapse, Neurotransmitters, Cleaning up the Synapse: Reuptake and Enzymes; The Central Nervous System: Central Processing Unit: Brain and Spinal Cord, Peripheral Nervous System: Somatic and Autonomic Nervous System, Peeking Inside the Brain: Clinical Studies; Frontal Lobe, Functioning & Syndromes, Parietal Lobe, Functioning & Syndromes, Occipital Lobe, Functioning & Syndromes, Temporal Lobe Functioning & Syndromes, Sensory and Motor disorders; Minimal Brain Dysfunction, Epilepsy: Concepts and types, Intellectual and Learning Disabilities, Amnesia, Aphasias, Apraxia, Agnosias, Learning & Memory, Neuroscience.

SAL-MPSY-408 Psychopathology Across Lifespan

4 credits (3-1-0)

An overview of Abnormal behaviour: Historical & Modern Perspectives Development and Risk Factors in Psychopathology, DSM-V & ICD-11: its use and importance in the diagnosis of psychopathology, Lifespan Issues in Psychopathology, Diagnosis and Classification of Psychological Disorders, Neurodevelopmental Disorders; Autism Spectrum Disorder, SLD, and Impulse-Control Disorders; Neurocognitive Disorders (Delirium, Dementia, and Other Cognitive Disorders); Attention-Deficit Hyperactivity Disorder in Childhood and Adolescence, Oppositional Defiant Disorder, Conduct Disorder, and Juvenile Delinquency; Panic Disorders, Phobias, Specific Phobias and Social Phobias; Fear and Anxiety, Generalized Anxiety Disorder, Obsessive-Compulsive Disorder, PTSD; Stress and Mental Health; Mood Disorder: An Overview; Unipolar Mood Disorder; Bipolar Disorder, Socio-cultural Factors affecting Unipolar and Bipolar; Personality Disorders: Cluster A, B & C; The clinical feature and causal pattern of Suicide. Suicide Prevention and Intervention; Somatoform and Dissociative Disorders; Schizophrenia and other Psychotic Disorders; Substance-Related Disorders, Eating Disorders (Bulimia & Anorexia Nervosa), Sexual Variants and Abuse, Sexual Dysfunction.

SAL-MPSY-409 Psychological testing and assessment
4 credits (1-0-3)

Introduction to the module, Testing, basic psychometric properties of the scale, APA Guidelines; Practical 1 Adolescent Adjustment Inventory by Venu Gopal, Ashok and Madhu (2013) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 2 Hamilton Depression Scale by Maximillan Hamilton (1988), Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 3 Sinha's Comprehensive Anxiety Test by Sinha (1973) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 4 Perceived Parenting Scale by R.L. Bhardwaj (1998) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 5 Global Adjustment Scale (Adult) by Sanjay Vohra (1994) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 6 Self Concept Scale by Robson (1989) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 7 Work Motivation Questionnaire by KG Aggarwal (2012) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline; Practical 8 David's Battery of Differential Abilities (Adapted Version-Sanjay Vohra (1992) Basic Concept, Related Theories, Introduction to Scale, Practical Conduction, Scoring of Data, Interpretation of data, Report Outline.

SAL-MPSY-410 Psychological testing and assessment
4 credits (3-1-0)

Introduction to Psychological Assessment and Testing, Introduction: Assessment in General, Standardized Tests in Particular, Tracing the major development in the field of psychological testing and assessment, Observational Approaches to Assessment, Current Issues in Assessment and Testing, Ethical Issues in Assessment and testing; Assumptions and issues in Psychological testing, Reliability, Validity, Test Development: Norms and standardization, Intelligence and its measurement, Assessment for education: issues, approaches and advances, Scientific report writing, Screening at school and college level, Personality assessment: Overview and methods, Assessments in Positive Psychology, Personality assessment in clinical and counselling setup, Assessment for career and organizations, Testing for prevention at community and organizational level, Computer-aided assessment, neuropsychological assessment, Testing in Cross-cultural context, Testing Behaviours and environments.

SAL-MPSY-411 Research Methodology
4 credits (3-1-0)

Foundations of Research: Meaning, objective, motivation, utility of research; Concept of theory, empiricism, deductive and inductive theory, Characteristics of scientific method – concept, construct, variables, Research process – problem identification and formulation – research question – investigation question – hypothesis, its qualities, and types; Hypothesis testing – logic and importance, Research Design: Concept and importance in research – features of good research design; Exploratory research design: concept, types and uses, Descriptive research designs: concepts, types and uses; Experimental design: concept of independent and dependent variables; Qualitative and quantitative research; data collection techniques, Concept of measurement, causality, generalization, replication; Mixed method studies; Grounded theory, phenomenology, ethnography; Sampling: Concepts of statistical population, sample, sampling error, sample size and non-response; Characteristics of a good sample; Probability sampling: concept and types; Non-probability sampling: concept and types; Determining the sample size and practical considerations; Reliability: definitions, theories and types. Interpretation of reliability coefficients; The standard error of mean and the standard error of measurement. The improvement of reliability; Validity: definition and types; A variance definition of validity – the variance relation of reliability and validity. The validity and reliability of psychological and educational measurement instruments; Data preparation and screening; Data Analysis and interpretation (Quantitative); Choosing the right statistics for analysis; Data Analysis and interpretation (Qualitative); Interpretation of results; Research report writing; Preparing for publication.

SAL-MPSY-412 Communication and Social Skills

2 credits (1-1-0)

Introduction of Communication and social Skills. Definition, Meaning and Understanding; Dimensions - Intrapersonal, Interpersonal, Group dynamics, Mass Communication; Forms of communication- Non-Verbal, Verbal and Written, Knowing your communication style, Mind-mapping as an effective communication tool, Knowing your communication style, Non-Verbal Communication, Written Communication- Memo, Report, Minutes, Advertisement
Social Media –Blog, Twitter, Instagram; Effective Listening Skills-Reflective Listening (activity-based), Making effective conversation, Communication for Job- Resume, GD and PI, Psychology of Communication-Attribution, Perception; Barriers of Communication, Overcoming the barriers; Interpersonal Skills-Managing Conflicts, Assertive and Persuasive Communication; Negotiation skills (activity-based); Social Skills-Office Etiquette, Time & Impression Management (activity-based); Building your personal brand – Communicating with the world

SAL-MPSY-413 Summer Internships

8 Credits

Internships play a crucial role in shaping one's career. It not only helps undergraduates and graduates gain real exposure to working environments but also helps them develop the necessary skills required to stand out in a saturated job market. The Department of Psychology is committed to the professional progress of its students. In this endeavour, we provide 60 – 120 hours of Internship to all their students. The students in the department have interned in industries, hospitals, NGOs, and consultancies. The organizations where the students interned were - Unbottle Emotions, The Soulful Mind, Life Bubble, Artemis Foundation, Light Up, Children first, PsychEDD, Fortis Hospitals, Soch, Action for Transformation (Act), Muskan NGO, Mom's Belief, Columbia Asia Hospitals (Manipal Hospitals), to name a few.

Core-11 SAL-MPSY-501 Life Span Development

4 Credits (3 1 0)

Course on life span development connects at personal level. It tells us the story of our life from conception till death. This course is designed to give an understanding of various development across lifespan. It aims to give a holistic overview of various concepts of development by incorporating various theories like psychoanalytic, cognitive-developmental, and behavioral perspectives. Course emphasizes the importance of cultural nuances in development.

Core-12 SAL-MPSY-502 Principles and Techniques of Counseling

4 Credits (3 1 0)

This course will familiarise the students with various counselling skills and techniques. We introduce by defining counseling, its forms, counselor's role in preventive and promotive health care. Students will learn counseling as a process that helps in assisting clients to realize a change in behavior or attitude, or to seek achievement of goals. Those can be achieved through teaching of social skills, effective communication, decision-making as well as in coping with crisis. Topics in counseling will be illustrated with case presentations and session videos. In counseling a counsellor uses a variety of techniques in accordance with their theoretical orientations. This course will discuss major psychotherapeutic approaches like humanistic, existential, and cognitive models. Each approach is briefly presented to explain concepts and techniques as well as their limitations. This course emphasizes understanding the application of counselling techniques in different walks of life.

Core-13 SAP-MPSY-503 Practicum/ Field work in Clinical/ Counseling/ OB and Social

4 Credits (1 0 3)

This course will expose the students to psychometric testing. Students will be getting hands on experience of conducting various psychological tests of anxiety, depression, stress, parenting, adjustment etc with human participants. They will be asked to research about the theoretical understanding and rationale of these psychological tests. They will learn and produce APA style report after the conduction of the particular tests.

GE-3 SAL-MPSY-504 Positive Psychology and Self in the New World

4 Credits (3 1 0)

This course help students understand the basic concepts of positive psychology and help them apply to various domains of life. Students will be able to understand the process of how positive psychology works and affect our cognitive and emotional states. It will also familiarize students with constructs like happiness and well-being, emotional intelligence, self-efficacy, optimism, hope, wisdom, flow and Mindfulness. Students will also be acquainted with the applications of positive psychology in various fields, including work, education, ageing, health etc. The mission of this course is to provide an up-to-date understanding of theoretical and empirical advances in positive psychology. More generally, hope that this course enhances the appreciation of how the scientific method can advance understanding of the human condition.

DSE-1 SAL-MPSY-505 Consumer Psychology and Advertising

4 Credits (3 1 0)

This course gives an overview of psychological knowledge as it pertains to capturing consumer insight, and includes a consideration of how the brain works. The course covers the major topics of consumer behavior, including attitudes, perception, brand personality, psychographic profiling and assessment, consumer decision-making and advertising. Consumer Behaviour is central to modern marketing. There is nothing more critical to business success than a clear understanding of fast evolving customer needs. Consumption has gone up across the categories. Consumer Behaviour deals with both the obvious needs and wants that are on the surface of conscious thought, as well as the deeper unconscious motives that drive human behavior at an implicit level.

DSE-2 SAL-MPSY-506 Human Resource Management

4 Credits (3 1 0)

This course will acquaint students with Human Resource Management (HRM) issues in organisations. Students will understand the various HRM policies and practices and then try to build mechanisms to resolve human resource challenges. This course will also focus on current HR issues and concerns. Students will be able to understand the HR process like employee

recruitment & selection, employee training & development and performance appraisal and reward management.

DSE-3 SAL-MPSY-507 Change Management

4 Credits (3 1 0)

The purpose of this module is to enable students to prepare themselves for the change processes which are a constant in organisations. The change process includes anticipation, identification, planning and execution of change. The course helps the student in building skills of managing change in the dynamic environment. Challenges of globalization, new technologies, industry restructuring, increased public scrutiny, and other pressures on today's business turnarounds, require change skills throughout the organization- for improvement and renewal as well as turnaround and transformation, for cost reduction and consolidation as well as innovation and growth. The course will help the students help develop different aspects which influence the changes. The course also focuses on the aspects of transformation in organizations and the concept of organizational learning. The course is designed in different manner. It tries to bring in perspectives of change from different industry across organizations. The course has a balanced focus on the theoretical aspects of identifying, anticipation, planning and executing change and case based, thus helping the students to gaining practical insight into managing change.

DSE-4 SAL-MPSY-508 Psychotherapy

4 Credits (3 1 0)

This Module will describe salient features of Psychotherapy and what are different approaches to treat different psychiatric problems. The module further tries to understand different phases of crisis intervention and short-term psychotherapy. It briefly explains about group intervention and the process of group intervention. It examines the role of group intervention in different therapeutic settings.

DSE-5 SAL-MPSY-509A Rehabilitation Psychology

4 Credits (3 1 0)

Rehabilitation Psychology is a specialty area within psychology that focuses on the study and application of psychological knowledge and skills on behalf of individuals with disabilities and

chronic health conditions to maximize health and welfare, independence and choice, functional abilities, and social role participation, across the lifespan.

DSE-6 SAL-MPSY-510A Neuroscience of Positive Psychology

4 Credits (3 1 0)

Positive neuroscience is an emerging field that investigates the brain mechanisms underlying positive human functioning and flourishing. Instead of emphasizing the repair of pathology, positive neuroscientists are concerned with flourishing and excellence in all aspects of the human condition and use neuroimaging techniques to explain the neurobiology underpinning positive psychological health. The course includes Concept of Neuroplasticity – The brain is malleable & how does thinking positive thoughts affect neuroplasticity, The role of neuroscience in psychology, Mind Or Matter The Mind- Body Problem, Positive Emotions: The Tiny Engines of Positive Psychology, Emotionally Balanced Brain (Understanding The Social Brain, The Compassionate Brain, The Musical Brain, The Resilience brain, The Science of Happiness, Neuroscience of Happiness and Neuroanatomy of Pleasure, The Role of Positive and Negative Emotions in Life Satisfaction & The Connections Between Positive Psychology and Mental Health- Neuroscience of Mental Health.

Core-14 SAL-MPSY-511 Understanding Social Psychology

4 Credits (3 1 0)

Social psychology is about understanding individual behaviour in a social context. It therefore looks at human behaviour as influenced by other people and the social context in which this occurs. Social psychologists therefore deal with the factors that lead us to behave in a given way in the presence of others, and look at the conditions under which certain behaviour/ actions and feelings occur. Social psychology is to do with the way these feelings, thoughts, beliefs, intentions and goals are constructed and how such psychological factors, in turn, influence our interactions with others. This course is structured to provide the students a culturally informed and contextualized view of the discipline. The students are encouraged to appreciate and analyze the changing cultural diversity in the present Indian society, therefore, equipping them to approach the social issues with its implications.

GE-4 SAL-MPSY-512 Gender- Psychosocial Understanding

4 Credits (3 1 0)

People identify with a personal idea based on internal and external factors and a person generally has a key sense of this identity from early childhood. Gender norms are sets of rules that define what is fitting for a masculine and feminine behaviour in a societal-cultural perspective. This creates the approach that the idea of being a woman or a man becomes an adopted part of the style that a person reflects on self-concerning gender identity. Human sexuality and gender identity is a complex and multifaceted concept where men and women develop individual identities from personal experiences and influences (Pinel, 2009). Hence, the concept of gender identity is basically an individual attitude to gender, focusing on how gender functions from the intimate self and is reflected to the outside world. Students will gain an in-depth knowledge of the socio-cultural condition of people based on their gender. The psychological study about these people is also a key part of this course. Students will be able to understand better and deal with gender-related issues in a better way thus contributing to society and helping the ones who are in need. This issue of gender bias, outdated concept of gendered brain and gender inequality, gender roles will be discussed and campaigns to bring awareness and gender equality advocacy will be done by students. The main problem lies in the old-fashioned mentality of people and lack of awareness. That is the reason the upcoming youth of the country must study this subject so that they can contribute to society for those who are in need.

Core-15 SAL-MPSY-513 Project/ Dissertation

8 Credits

This course will acquaint students with the process of research. Students will learn how to formulate the research problem and complete the review of literature process. They will understand and apply various sampling techniques and data collection methodologies. Students will learn and apply the data analysis techniques and then produce APA style report. This course will help them to learn the nuances of scientific research writing and ethical guidelines.

DSE-7 SAL-MPSY-514 Family and Couple Therapy

4 Credits (3 1 0)

The course covers the historical evolution of the family therapy, and the basic concepts of system's theory. The current theories of how problems develop in relationships and a comparison of major theoretical models in family therapy is outlined. A variety of techniques have been proposed by these theoretical models are included in the course. The course covers the assessment skills involved in family therapy so that it becomes possible to conceptualize/hypothesize family issues. It will also cover an understanding of special situations such as same sex couples and special techniques of dealing with the same. The role of broader

socio-cultural contexts such as class, caste, gender, and power issues in relationships within the family and ethical and legal concerns that emerge during family therapy and ways of addressing them is discussed.

DSE-8 SAL-MPSY-515 Positive Psychotherapy Interventions

4 Credits (3 1 0)

Positive Psychology is the scientific study of human flourishing, and an applied approach to optimal functioning. It has also been defined as the study of the strengths and virtues that enable individuals, communities and organizations to thrive. The underlying premise of positive psychology is that you can learn to be happier just as you can learn a foreign language or to be proficient at golf. This rapidly growing field is shedding light on what makes us happy, the pursuit of happiness, and how we can lead more fulfilling, satisfying lives. The course focuses on the psychological aspects of a fulfilling and flourishing life. Topics include happiness, self-esteem, empathy, love, achievement, creativity, music, spirituality.

DSE-9 SAL-MPSY-516 CBT--REBT: Basic Applications

4 Credits (3 1 0)

This course will help students develop understanding and skills of CBT and REBT. It gives a basic understanding of the theories underlying the CBT –REBT approach, the techniques of changing maladaptive cognitions and associated behavioral patterns. The process of qualitative as well as quantitative methods for assessment of change and evaluation of therapy effectiveness is carried out. CBT is one of the leading methods of conceptualising as well as managing dysfunctional thoughts, maladaptive habits, emotions, and behaviour. It has been extensively used for enhancing self-development as well as in clinical case applications in a wide variety of mental disorders spanning across the developmental stages from childhood to old age. The course serves to demystify the process of mental disorder by its collaborative, rational approach. The students can also develop self enhancement skills from the techniques of CBT.

DSE-10 SAL-MPSY-517 Psychological Wellbeing at Workplace

4 Credits (3 1 0)

This module tries to understand how work can contribute to the impairment of worker's health, safety, and well-being and in turn, how this knowledge can be used to prevent employee ill health and, moreover, promote optimal employee health, engagement, resiliency, and productivity. The module will have a concentrated applied focus, which will demonstrate and discuss the translation and application of psychological theories and principles into development of healthy workplace policies, organizational systems, and management practices. Many workplaces operate sophisticated and expensive systems for assessing the costs and benefits of various workplace elements but often do not extend this to the management of employees. This module aims to demonstrate the benefits of having a comprehensive understanding of the role psychology can play in the management of people in contemporary organizations. Indicative content includes: Work psychology, Individual differences and psychometrics, Best practice personnel selection, Stress and well-being, Motivation, Stereotypes and group behavior, Leadership and diversity, The dark side of personality, Political behavior in the workplace, The psychology of entrepreneurs, Using work psychology to enhance employability.

DSE-11 SAL-MPSY-518 Training and Development

4 Credits (3 1 0)

The purpose of this course is to provide students with the knowledge, skills, and competencies to manage the various aspects of learning and development within the context of organizational structure regarding human resource development. The students will gain thorough understanding of principles, concepts, and procedures of the management of training, learning and development in business organizations, as well as understand the factors that influence learning and development in organizations. In the context of global competition, Organizations are committing more resources, in the forms of both time and money towards training that enables employees to continuously update and develop their competencies. The development of an organization's human resource is becoming critical in this turbulent, dynamic, and competitive global marketplace. The learning and development function provides an organization with the competitive advantage it needs. The focus of all aspects of human resource development is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals. The purpose of this course is to provide the students an insight into the L&D function which is an essential tool for employee and organizational development.

DSE-12 SAL-MPSY-519 Career Counseling and world of work

4 Credits (3 1 0)

Career counseling and world of work would help you understand the role of theory in career development and assessment in counseling set ups. It would enable students to know how career development relates to human development over the lifespan. Also, appraise the students for skills of intervention in career guidance and counseling at work settings. This module will focus on career exploration, making career choices, managing career changes, lifelong career development and dealing with other career related issues and designing career counselling strategies for the 21st century. The module will focus on career guidance and counselling with understanding and applying theories like John Holland's theory; trait and factor theory etc. The modules will also focus on various career development interventions at different levels right from the elementary level to community service. Extending the application of the career guidance and counselling the modules will focus on world of work in relation to career development.

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