Department of Psychology Banaras Hindu University

B.A.(Hons.) Psychology Syllabus w.e.f. July, 2014

B.A (HONS.) PSYCHOLOGY Department of Psychology, Banaras Hindu University

Distribution of different courses and credits in various semesters

	Semester-I	
Course Code	Title	Credits
BSP 111	Foundations of Psychological Processes	4
BSP 112	Practical	2
BSPA 111	Ancillary: Basic Psychological Processes	3
	Language	1
	Tot	al 10
	Semester-II	
BSP 121	Applied Psychology	4
BSP 122	Practical	2
BSPA 121	Ancillary: Applied Psychology	3
	Language	1
	Tot	al 10
DCD 211	Semester-III	1
BSP 211	Experimental Methodology & Elementary Statistics	4
BSP 212	Practical I D. J. J.	2
BSPA 211	Ancillary: Abnormal Psychology	3
	Language	1 10
	Tot Semester-IV	al 10
BSP 221		4
BSP 222	Psychology of Human Development Practical	2
BSPA 221	Ancillary: Foundations of Personality	3
DSI A 221	Language	1
	Tot	
	Semester-V	<u>ui 10 </u>
BSP 311	Psychological Testing & Assessment	4
BSP 312	Organizational Behaviour	3
BSP 313	Psychology of Social Behaviour	3
BSP 314	Cognitive Psychology	3
BSP 315	Behavioural Disorders	3
BSP 316	Psychology of Adjustment/Guidance and Counselling (any one)	4
BSP 317	Practical based on courses BSP 311, 312, 313, 314, 315 and 316	2
D 51 517	Tot	
	Semester-VI	ai 22
BSP 321	Neuro-physiological bases of Behaviour	4
BSP 322	Human Resource Management	3
BSP 323	Perception, Attention & Consciousness	3
BSP 324		3
BSP 324	Clinical Psychology	3
	Culture and Human Behaviour	
BSP 326	Stress and Coping/ Psychology of Communication (any one)	4
BSP 327	Practicals based on courses BSP 321,322,323,324, 325and 326	2
	Total Credits in Honours Subject = 68	al 22

BSP 111 Foundations of Psychological Processes Credits 4

- 1. Introduction: Psychology as a scientific study of behaviour. Biological and socio-cultural bases of behaviour. Applications of psychology.
- Sensory and perceptual processes: Structure and function of visual and auditory senses;
 Attention: selective, sustained and divided attention. Perception: Nature and determinants; Gestalt laws of perceptual organization.
- 3. Learning and memory: Classical and instrumental conditioning: Components, procedures and types; schedules of reinforcement. Memory: Sensory, short-term and long-term memory; forgetting and its causes.
- 4. Emotion and Motivation: Nature of emotion; autonomic, expressive and cognitive components. Theories of emotion: James-Lange, Cannon-Bard, Schachter-Singer and Lazarus. Motivation: Nature and types; need hierarchy model.
- 5. Individual differences: Personality: Trait and type approaches; assessment of personality. Intelligence: Structure and measurement.

- 1. Baron, R. A. (2006). *Psychology* (5th Ed.). New Delhi: Pearson Education.
- 2. Ciccarelli, S. K., & Meyer, G. E. (2009). Psychology. Delhi: Pearson Education.
- 3. Coon, D., & Mitterer, J. O. (2007). *Introduction to Psychology: Gateway to mind and behaviour*. New Delhi: Cengage.
- 4. Gerrig, R. J., & Zimbardo, P. G. (2006). *Psychology and Life* (17th Ed.). New Delhi: Pearson Education.
- 5. Singh, A. K. (2009). *Uchachtar Samanya Manovigyan*. Varanasi: Motilal Banarasi Das.

BSP 112 Practicals based on course BSP 111 Credits 2

(Any five of the following)

- 1. Effect of knowledge on performance.
- 2. Span of apprehension.
- 3. Perceptual organization
- 4. Maze learning: Human.
- 5. Trial and error: Finger-maze.
- 6. Zeigarnik Effect.
- 7. Serial position effect
- 8. Memory span of digits and words.
- 9. Test of Personality
- 10. Test of intelligence-Verbal

BSPA 111 Basic Psychological Processes

Credits 3

- 1. Psychology: Nature and scope.
- 2. Sensation and perception: Concepts, structure and function of eye and ear. Perceptual organization. Illusion.
- 3. Attention: Nature, types and determinants.
- 4. Learning and memory: Definition; methods of learning. Types of memory. Forgetting.
- 5. Motivation: Nature and types: Biogenic and sociogenic. Need hierarchy model.

Books recommended

- 1. Coon, D., & Mitterer, J. O. (2010). Introduction to psychology: Gateways to mind and behavior with concept maps and reviews (12th ed.). Florence, KY: Cengage.
- 2. Feldman, R. (2009). Essentials of understanding psychology. New Delhi: Tata McGraw Hill.
- 3. Gerrig, R. J., & Zimbardo, P. G. (2010). Psychology and life (19th ed.). New York: Pearson.
- 4. Morris, C. G., & Maisto, C. G. (2010). Understanding psychology. New York: Pearson.
- 5. Singh, A. K. (2009). Uchchatar samanya manovigyan. Varanasi: Motilal Banarasidas.

- 1. Introduction: Nature and fields.
- 2. Psychology in industries and organizations: Personnel selection; job analysis; fatigue and accidents; advertising and consumer behavior.
- 3. Psychology in education: School as an agent of socialization. Factors influencing school achievement. Exceptional children: Problems and remedial measures.
- 4. Psychology and mental health: Symptoms and causes of anxiety disorders and schizophrenia, mental retardation. Anti-social behavior: Crime and delinquency.
- 5. Psychology and social behavior: Prejudice and stereotypes; conflict and its resolution.

- 1. Anastasi, A. (1979). Fields of applied psychology. New Delhi: McGraw Hill.
- 2. Goldstein, A. P., & Krasner, B. (1987). *Modern applied psychology*. Elmford, New York: Pergmon Press.
- 3. McCormick, E. J., & Ilgen, D. (1980). *Industrial psychology*. Englewood Cliffs, N.J.: Prentice Hall.
- 4. Rastogi, G. D. (1992). Vyavaharik manovigyan. Agra: Har Prasad Bhargava.
- 5. Singh, A. P. (1995). *Vyavaharik monovigyan*. Varanasi: Abhishek publications.

BSP 122 Practical Credits 2

(Any five of the following)

- 1. Mental Health
- 2. Anxiety test
- 3. Mental fatigue
- 4. Adjustment test
- 5. Social conformity
- 6. Aptitude test
- 7. Intelligence test Non-verbal
- 8. Emotional maturity
- 9. Achievement test
- 10. Tweezer dexterity

BSPA 121 Applied Psychology

Credits 3

- 1. Introduction: Nature and scope.
- 2. Psychology and day to day life: Guidance, counseling and psychotherapy.
- 3. Psychology in organizations: Personnel selection; Fatigue and accidents; consumer behaviour.
- 4. Psychology in education: School as an agent of socialization. Factors influencing school achievement. Learning and motivational problems.
- 5. Psychology and social behaviour: Prejudice and stereotypes; rumour; conflict and resolution.

Books recommended

- 1. Aronson, E. (2010). Social psychology (7th ed.). New York: Pearson.
- 2. Gelso, C. J., & Fretz, B. R. (2009). Counseling psychology: Practices, issues and research. New Delhi: Cengage.
- 3. Santrock, J. (2009). Educational Psychology. Singapore: McGraw Hill.
- 4. Schultz, D., & Schultz, S. E. (2010). Psychology and Work Today (10th ed.). New York: Pearson.
- 5. Singh, A. P. (1995). Vyavharik manovigyan. Varanasi: Abhishek Publications.

BSP 211 Experimental Methodology and Elementary Statistics Credits 4

- 1. Experimental method: Steps involved in experimentation; Problem, hypothesis and Variables; Types and control of variables.
- Experimental design: Meaning and purpose; Single group design Pre- and postmeasurements. Between subjects designs - Randomized, matched groups and factorial designs.
- 3. Statistics and its applications in psychology: Frequency distributions and graphical representation of data. Descriptive statistics mean, median, mode, range, quartile deviation and standard deviation
- 4. Hypothesis testing: Significance of difference between two means, standard deviations, and correlations; One-way ANOVA
- 5. Normal probability curve: Properties and applications, correlations: Product moment and rank difference; regression and prediction.

- 1. Breakwell, G. M., Hammon, S, Fife-Shaw, C., & Smith, J. (2006). *Research methods in psychology* (3rd edition). London: Sage.
- 2. Haslam, S. A., & McGarty, C. (2003). Research methods and statistics in psychology. London: Sage.
- 3. McGuigan, F. J. (1990). Experimental psychology (5th edition). New Delhi: Prentice Hall.
- 4. Howell, D. C. (2010). Statistical methods for psychology. Belmont: Wadsworth.
- 5. Singh, A. K. (2004). *Monovigyan, samajshastra tatha shiksha mein shodh vidhiyan*. Varanasi: Motilal Banarasi Das.

BSP 212 Practical Credits 2

(Any five of the following)

- 1. Formulation of an experiment using single group design.
- 2. Formulation of an experiment using between group design Random group design with two groups).
- 3. Formulation of an experiment using between group design (Random group design with more than two groups)
- 4. Formulation of an experiment using two way factorial designs.
- 5. Formulation of a 3-way factorial design (with an outline of ANOVA summary table)
- 6. Use of descriptive statistics in analyzing experimental data
- 7. Analysis of the data obtained in randomized groups design with two groups using suitable statistics.
- 8. Analysis of the data obtained in randomized groups design with more than two groups
- 9. Verification of the normality assumption of ANOVA.
- 10. Verification of the assumption of equality of variance (SD)/correlation by 't'-test.

BSPA 211 Abnormal Psychology

- Credits 3
- 1. Abnormal psychology: Concept; Criteria of abnormal behaviour; classification of psychological disorders.
- 2. Neurotic disorders: Anxiety, phobia conversion reactions and dissociative disorders.
- 3. Psychotic disorders: Schizophrenia and delusional disorders.
- 4. Mood disorders; and organic brain disorders
- 5. Mental retardation; and learning disability.

Books recommended

- 1. Butcher, J. N., Mineka, S., & Hooley, J. M. (2010). Abnormal psychology (14th ed.). New York: Pearson
- 2. Durand, V. M., & Barlow, D. H. (2010). Essentials of abnormal psychology. Florence, KY: Cengage.
- 3. Halgin, R., & Whitbourne, S. K. (2010). Abnormal psychology: Clinical perspective on psychological disorders (6th ed.). Singapore: McGraw Hill
- 4. Sue, R., Sue, D., & Sue, S. (2010). Understanding abnormal behaviour. Boston: Wadsworth/Cengage.
- 5. Suleman, M., & Tauwab, M. (2008). Asamanya manovigyan: Visay awam vyakhya. Varanasi: Motilal Banarasidas.

BSP 221 Psychology of Human Development

- **Credits 4**
- 1. Introduction to human development and its determinants: Concepts of growth and maturation. Developmental stages.
- 2. Infancy: Sensory and perceptual development; language, emotional and social development.
- 3. Childhood: Developmental tasks. Cognitive, social, emotional and moral development.
- 4. Adolescence: Developmental tasks; physical and psychological changes; development of identity.
- 5. Adulthood and old age: Developmental tasks; adjustment problems and specific issues

- 1. Berk, L. E. (1994). Child development. New Delhi: Prentice Hall.
- 2. Bhutt, G. (1990). Vikasatmak manovigyan. Delhi: Delhi University.
- 3. Kaluger, G. S., & Kaluger, M. F. (1984). *Human development: The span of life*, (3rd edition). St. Louis: Times mirror.
- 4. Santrock, J. W. (1999). Life-span development. New York: McGraw Hill.
- 5. Shaffer, D. R., & Kipp, K. (2007). *Developmental psychology: Childhood & adolescence*. Belmont: Thomson Higher Education.

BSP 222 Practical Credits 2

(Any five of the following)

- 1. Moral development
- 2. Self-esteem /adjustment
- 3. Eysenk's personality inventory
- 4. General mental health
- 5. Parent -child relationship
- 6. Assessment of life satisfaction
- 7. Work family conflict
- 8. Adjustment of elderly people
- 9. Scholastic aptitude test
- 10. Embedded figures test

BSPA 221 Foundations of Personality

Credits 3

- 1. Personality: Concept and definitions; traits, types, determinants and assessment.
- 2. Basics of psychoanalysis: Concept of unconscious, defenses, slips and inferiority complex.
- 3. Understanding self: Self concept and its components; self concept discrepancy and consequences.
- 4. Disorders of personality: Types of disorders and treatment approaches.
- 5. Personality change: Behavioristic and social learning models.

Books recommended

- 1. Cloninger, S. C. (2008). Theories of personality: Understanding persons (5th ed.). New York: Pearson.
- 2. Funder, D. C. (2010). The personality puzzle. New York: W. W. Nortorn & Company.
- 3. Mayer, J. D. (2007). Readings in personality psychology (1st ed.). New York: Pearson.
- 4. Phares, E. J., & Chaplin, W. F. (1997). Introduction to personality (4th ed.). New York: Addison-Wesley-Longman.
- 5. Singh, A. K. (2010). Vyaktitva ka manovigyan. Varanasi: Motilal banarasidas.

- 1. Overview of psychological test. Administration, scoring and interpretation of tests.
- 2. Basic psychometric concepts: Test construction and item analysis. Reliability and validity: Meaning and types. Norms.
- 3. Assessment of ability and aptitude: Basic concept and theories. Tests of intelligence and aptitude: Stanford Binet (4th ed.), and Wechsler Intelligence scales; differential aptitude test.
- 4. Personality assessment: Approaches to personality assessment psychometric and projective. Important measures of personality MMPI, NEO-FFI, Rorschach and TAT.
- 5. Statistics in psychological testing: Correlation techniques –Biserial, point-biserial, tetrachoric, phi-coefficient, contingency coefficient.

- 1. Aiken, L. R., & Groth-Marnet, G. (2009). Psychological *testing and assessment* (12th Ed.) New Delhi: Pearson Education.
- 2. Gregory, R. J. (2005). *Psychological testing: History, principles, and applications* (5th edition). New Delhi: Pearson Education.
- 3. Howell, D. C. (2010). Statistical methods for psychology. Belmont: Wadsworth.
- 4. Kaplan, R. M., & Saccuzzo, D. P. (2005). *Psychological testing: Principles, applications and issues*. New Delhi: Cengage.
- 5. Singh, A. K. (2008). *Tests, measurement research methods in behavioural sciences*. Patna: Bharti Bhawan.

BSP 312 Organizational Behaviour

- Credits 3
- 1. Introduction: Historical development; concept of organization; elements of organizational structure; scope of organizational behaviour.
- Motivation and job satisfaction: Major theories; content and process; (Adams, Maslow, Vroom, Herzberg). Intrinsic and extrinsic motivation; incentive systems - Job satisfaction; concept and determinants.
- 3. Leadership: Functions and approaches; trait, behavioural and contingency models; characteristics of successful leaders; role of power in leadership.
- 4. Communication: Communication process- types of communication; communication channels and networks; barriers to communication.
- 5. Group behavior and conflict: Defining and classifying groups; stages of group development; concept, causes and consequences of conflicts; methods of conflict-resolution.

- 1. Aamodt, M. G. (2001). *Industrial/organizational psychology*. New Delhi: Cengage.
- 2. Luthans, F. (2005). Organizational behavior(12th Ed.). New York: McGraw Hill.
- 3. Muchincky. (2009). Psychology applied to work. New Delhi: Cengage.
- 4. Robbins, S., Judge, T.A., & Sanghi, S. (2009). *Organizational behavior*(13th Ed.). New Delhi: Pearson Education.
- 5. Riggio, R. E. (2003) Introduction to Industrial/Organizational Psychology (4th d.). New Jersey: Prentice-Hall .

BSP 313 Psychology of Social Behaviour Credits 3

- 1. Introduction: Nature and scope of social psychology. Groups Structure, functions and effects; Social facilitation, social loafing and social conformity.
- 2. Communication: Verbal and nonverbal processes; Language and social interaction; barriers to communication.
- 3. Social perception: Impression formation, role of non-verbal cues; Attribution process theories of Kelly and Weiner.
- 4. Attitudes: Formation, measurement and change; Prejudice and discrimination Sources and dynamics; techniques of overcoming prejudice.
- 5. Pro-social behaviour: Cooperation and helping behaviour; personal, situational and sociocultural determinants of helping.

- 1. Alcock, J. E., Carment, D. N., Sadava, S. N., Collins, J. E. & Green J. M. (1998). *A textbook of social psychology*. Scarborough, Canada: Prentice Hall.
- 2. Aronson, E., Wilson, T. D., & Akert, R. M. (2010). Social Psychology (7th Ed.). Upper Saddle River, NJ: Prentice Hall.
- 3. Baron, R. A., & Byrne, D. (1998). *Social psychology* (8th Ed.). New Delhi: Prentice Hall of India.
- 4. Singh, A. K. (1996). *Adhunik samajik manovigyan ki roop rekha* (3rd Ed.). Varanasi: Moti Lal Banarasi Das.
- 5. Taylor, S. E., Peplau, A. L., & Sears, D. O. (2006). *Social Psychology* (12th Ed.). Englewood Cliffs, NJ: Prentice Hall.

- 1. Introduction: Nature, themes and emergence of cognitive psychology. Cognitive neuroscience.
- 2. Mental imagery: Categories of mental images, mental manipulation of images, spatial cognition and cognitive maps.
- 3. Verbal learning: Nature and materials, determinants; Methods paired associate learning, serial learning, free recall
- 4. Memory processes: Encoding, storage and retrieval; traditional models and levels of processing model of memory. Forgetting in memory. Constructive nature of memory.
- 5. Problem solving and creativity: Typology of problem, approaches, problem solution: Algorithms, heuristics. Factors affecting problem solving. Creativity: Concept and nature.

- 1. Matlin, M.W. (2008). Cognition (7th Ed.). CA: John Wiley & Sons.
- 2. Riegler, B. R., & Riegler, G. R. (2008). *Cognitive psychology: Applying the science of the mind* (2nd Ed.). New Delhi: Dorling Kindersley.
- 3. Sternberg, R. J. (2009). Cognitive psychology (4th Ed.). Wadworth, Cengage Learning.
- 4. Solso, R. L. (2004). *Cognitive psychology* (6th Ed). New Delhi: Pearson Education.
- 5. Schiffman, H. R. (2000). *Sensation and perception: An integrated approach*. New York: JohnWiley.
- 6. Hulse, S. H., Deese, J., & Egeth, H. (1975). The psychology of learning. ND: McGraw Hill.

BSP 315 Behavioural Disorders

Credits 3

- 1. Concept of normality and abnormality, general causes of psychopathology. Classification of psychopathology: Multiaxial approach (DSM IV-TR).
- 2. Disorders of childhood: Mental retardation, autism, ADHD.
- 3. Anxiety disorder: Panic, phobic, obsessive compulsive, generalized anxiety disorder, somatoform disorder.
- 4. Psychotic disorders: Schizophrenia and mood disorders, delusional disorders.
- 5. Personality disorders: Antisocial, paranoid personality disorder.

- 1. Carson, R. C., Butcher, J. N., & Mineka, S. (2004). *Abnormal psychology and modern life* (11th Ed.). Singapore: Pearson Education.
- 2. Diagnostic & Statistical Manual of Mental Disorders IV- TR (2004) Washington: AP A Publication.
- 3. Kaplan, H. J. & Saddock, B. J. (2004). *Synopsis of comprehensive textbook of psychiatry*, (9th Ed.). Baltimore: Williams & Wilkins.
- 4. Oltmanns, T. F. & Emery, R. E. (2006). Abnormal psychology (5th Ed.). Prentice Hall.
- 5. Sue, D., Sue, D. W., & Sue, S. (2010). *Understanding abnormal behavior*. Belmont: Wadsworth.

BSP 316 Psychology of Adjustment

- Credits 4
- 1. The adjustment process: Nature and characteristics; Basic principles of adjustment; Scientific approach to adjustment; Characteristics of satisfactory adjustment.
- 2. Areas of adjustment: Family, school and college adjustment; friendship and peer relations; marital adjustment; occupational adjustment.
- 3. Factors affecting adjustment: Organic factors, family dynamics, developmental, social, economic and cultural factors.
- 4. Factors leading to maladjustment: Stress, anxiety and conflict; coping with stress, preventing maladjustment; improving adjustment.
- 5. Psychosexual adjustment: Attitude toward love, sex, and marriage psychological and physiological factors. Interpersonal relationships.

- 1. Weiten, W., Dunn, D. S., & Hammer, E. Y. (2012). *Psychology applied to modern life: Adjustment in 21st century* (10th ed.). Belmond, CA: Wadsworth, Cengage Learning.
- 2. Lazarus, R.S. (1980). Patterns of adjustment, New Delhi: McGraw-Hill.
- 3. Martin, L.G.; Osborne, G. (1989). *Psychology: Adjustment and everyday living*. N.J.: Prentice-Hall, Englewood Cliffs.
- 4. Atwater, E. (1995). *Psychology for living, adjustment, growth, and behaviour today*. New Delhi: Prencie Hall India.
- 5. Nevid, J. S. & Rathus, S. A. (2007). *Psychology and the challenges of life adjustment in the new millennium* (10th ed.). John Wiley & Sons.
- 6. Wolman, B. B. (1985). *Problems of modern life: Psychology of adjustment*. Boston: American Press.
- 7. Santrock, J. W. (2006). Human adjustment. Boston: McGraw Hill.

BSP 316 Guidance and Counselling

Credits 4

- 1. Guidance and counseling: Nature, principles and goals, adjustment problems and counseling needs of children and adolescents.
- 2. Assessment for guidance and counselling: intelligence, aptitude, interest and personality testing.
- 3. Basic counseling skills: building rapport, demonstrating empathy, observing. listening; Organizing guidance programmes.
- 4. Types of guidance & counseling: personal, social, educational, career, & for children with different abilities.
- 5. Individual and group guidance; Ethical considerations.

Books Recommended:

- 1. Gibson, R. L., & Mitchell, M. H. (2009). *Introduction to Counseling and Guidance* (7th Ed), New Delhi: PHI Learning Pvt. Ltd.
- 2. Parti, V.R. (2008). Counselling Psychology. New Delhi: Authors Press
- 3. Rai, A.N. & Asthana, M. (2005). *Guidance and Counselling: Concepts, Areas and Approaches*. New Delhi: Motilal Banarasidas
- 4. Rao, S.N. & Sahajpal, P. (2013). *Counselling and Guidance*, New Delhi: Tata McGraw-Hill.
- 5. Rao, S.N. (2004). *Guidance and Counselling*, New Delhi: Discovery Publishing House.
- 6. S. Brown & R. Lent (Eds.). *Handbook of Counseling Psychology* (4th ed) (pp. 267–283). NY: Wiley.
- 7. Sharma, R.A. (2014). Fundamentals of Guidance and Counselling, Meerut: R Lall Book Depot.

BSP 317 Practical Credits 2

(Any five of the following from core papers and one from opted elective)

- 1. Psychology and social processes
 - a. Social conformity
 - b. Social perception
- 2. Organizational behaviour
 - a. Leadership
 - b. Job satisfaction /Work motivation
- 3. Psychological testing and assessment
 - a. NEO-FFI/MMPI
 - b. WAIS/WISC
- 4. Cognitive psychology
 - a. Memory process
 - a. Problem solving
- 5. Behavioural disorders
 - a. Anxiety (State, trait and free floating anxieties)
 - b. Depression
- 6. Psychology of Adjustment
 - a. Assessment of adjustment
 - b. Assessment of anxiety
- 7. Guidance and counselling
 - a. Personality assessment
 - b. Assessment of aptitude

BSP 321 Neurophysiolgical Bases of Behaviour Credits 4

- 1. Foundations of Neurorphysiology: Structure and functions of nerve cells and glial cells, nerve impulse and synaptic transmission.
- 2. Central nervous system: The spinal cord, the hind brain, the midbrain and the forebrain.
- 3. Peripheral nervous system: Cranial nerves, spinal nerves, the autonomic nervous system
- 4. Sensory systems: The visual system, the auditory system and the somatosensory system.
- 5. Methods of Neurophysiology: Computer modelling, anatomical, lesion, stimulation genetic manipulations, Functional neurosurgery, electrical and magnetic signals.

- 1. Beaumont, J. G. (2008). *Introduction to Neuropsychology*. NY: Guilford Press.
- 2. Carlson, N. R. (2008). Foundations of Physiological Psychology. Singapore: Pearson.
- 3. Kolb, B. & Whishaw, Q. (2008). Fundamental of human Neuropsychology. NY: Worth Publishers.
- 4. Pinel, P. J. (2009). Biopsychology. Singapore: Pearson.
- 5. Stirling, J. (2008). *Introducing Neuropsychology*. NY: Psychology Press.

BSP 322 Human Resource Management

Credits 3

- 1. Introduction: Concepts and nature of human resource management; foundation and functions of human resource management.
- Employees Selection: selection process and methods; job analysis, biographical information; interviews; references and letters of recommendation; psychological testing; types of psychological tests
- 3. Training and development: Scope and goals of training programmes; training needs analysis; training methods.
- 4. Performance management: Nature and methods. Performance appraisal for managers; biases in performance appraisal; post-appraisal interview.
- 5. Stress in the workplace: Occupational health; work-family conflicts; causes and of stress at the workplace; management of stress.

- 1. Schultz & Schultz (2006). Psychology & Work Today, Pearson Education
- 2. Glimer, B.V.H. (1991). Industrial and organizational psychology, Tokyo: McGraw Hill. Kogakushra.
- 3. Wexley, K.N., & Yukl, G.A. (1987). Organizational behaviour and personal psychology. Illinois: Richard Irvin.
- 4. Decenzo, D.A., & Robbins, S.P. (2003). Foundations of Human Resource Management
- 5. Beardwell, I. & Hadden, L. (1996). Human Resource Management : A contemporary perspective, New Delhi: Macmillan India Ltd.

BSP 323 Perception, Attention and Consciousness Credits 3

- 1. Sensation and perception: Nature and characteristics of sensation; Perception Nature and characteristics, theoretical approaches, bottom-up and top-down processes. Form, space, and movement perception.
- 2. Object recognition: Theories of visual object recognition- template matching, distinctive feature theories.
- 3. Attention: Selective attention and divided attention; Early and late selection models; Automaticity in attention; Characteristics of automatic processes.
- 4. Sustained attention: Nature, mechanism, and theories.
- 5. Consciousness: Nature and characteristics; Varieties of consciousness.

- 1. Matlin, M. W. (2008). Cognition (7th Ed.). USA: John Wiley & Sons.
- 2. Riegler, B. R., Riegler, G. R. (2008). *Cognitive psychology: Applying the science of the mind* (2nd Ed.). New Delhi: Dorling Kindersley.
- 3. Sternberg, R. J. (2009). *Cognitive psychology* (4th Ed.). New Delhi: Cengage.
- 4. Schiffman, H. R. (2000). Sensation and perception: An integrated approach. New York: John Wiley
- 5. Solso, R. L. (2004). *Cognitive psychology* (6th Ed). New Delhi: Pearson Education.

BSP 324

Clinical Psychology

Credits 3

- 1. Clinical Psychology: Historical development, nature and scope. Diagnosis: Meaning and nature, differential diagnosis.
- 2. Diagnostic assessment and clinical tools: Interview, case study, behavioural assessment and psychological tests.
- 3. Clinical utility of psychological tests: Tests of intelligence- Stanford Binet (IV Ed). WAISIII, personality tests MMPI 2, NEO FFI, TAT and Rorschach,
- 4. Freudian psychoanalytic therapy: Person centered therapy, and group therapy
- 5. Nature and rationale of systematic desensitization, aversion, modeling, rational emotive therapies.

- 1. Corey, G. (2009). *Theory and practice of counselling and psychotherapy*. Belmont, C.A.: Brooks/Cole.
- 2. Goldenberg, H. (1983). *Contemporary clinical psychology* (2nd Ed.) New York: Brooks/Cole.
- 3. Neitzel, M. T., Bernstein, D. A., & Millich, R. (1998). *Introduction to clinical psychology*, (5th Ed.). Upper Saddle River NJ: Prentice Hall.
- 4. Prohesska, J.O. & Norcross, J.C. (2010). Systems of Psychotherapy: A t ranstheoratical analysis. USA: Brooks/Cole
- 5. Singh, A. K. (2004). *Naidanik manovigyan*. Varanasi: Motilal Banarasi Das.

BSP 325 Culture and Human Behaviour Credits 3

- 1. Introduction: Concept of culture; cross-cultural and cultural psychology; socio-biological and eco-cultural approaches; ethnocentrism and multiculturalism.
- 2. Methods of study: Observation, survey and experimentation; choice of measuring instruments; quantification of qualitative data; sampling and comparability issues.
- 3. Sensation and perception: Sensory preferences; color and depth perception; interpreting patterns and pictures; perception of time.
- 4. Culture and intelligence: Meaning of intelligence; psychometric and cultural approaches, interpreting intelligence test scores; deficit and difference hypotheses; biological and cultural factors in intelligence.
- 5. Culture and emotion: Similarities and differences in emotions; physiological arousal and evaluations, experience and expression of emotions; emotion and judgment.

- 1. Berry, J. W., Poortinga, Y. H., Segall, M. H., & Dasen, P. R. (2010). *Cross-cultural psychology: Research and applications*. New York: Cambridge University Press.
- 2. Matsumoto, D. (2001). *The handbook of culture and psychology*. New York: Oxford University Press.
- 3. Ratner, C. (2008). *Cultural psychology: Cross-cultural psychology and indigenous psychology*. NY: Nova Science Publisher Inc.
- 4. Segall, M. H., Dasen, P. R., Berry, J. W., & Poortinga, Y. H. (1999). *Human behaviour in global perspective*. Needham Heights, MA: Allyn & Bacon.
- 5. Shiraev, E., & Levy, D. (2009). Cross-cultural psychology. Delhi: Pearson Education.

- 1. Introduction: Nature of stress; Different perspectives on stress Stress as response, stress as stimulus, stress as transaction. Types of stress; frustration, conflict, change, pressure.
- 2. Responding to stress: Emotional response, physiological response, behavioural response. Factor influencing stress tolerance social support, hardiness, optimism and conscientiousness.
- 3. Potential effects of stress: Impaired task performance, disruption of cognitive functioning, burnout; psychological problems and disorders, physical illness.
- 4. Nature and characteristics of coping: Different views of coping psychodynamic, transactional, internal and external resource perspective.
- Common coping strategies and patterns; giving up, striking out at others, indulging and blaming self, defensive coping; appraisal focused, problem focused, emotion focused coping.

- Weiten, W., Dunn, D. S., & Hammer, E. Y. (2012). Psychology applied to modern life: Adjustment in 21st century (10th ed.). Belmond, CA: Wadsworth, Cengage Learning.
- 2. Lazarus, R.S. (1980). Patterns of adjustment, New Delhi: McGraw-Hill.
- 3. Martin, L.G.; Osborne, G. (1989). *Psychology: Adjustment and everyday living*. N.J.: Prentice-Hall, Englewood Cliffs.
- 4. Lazarus, R. S. & Folkman, S. (1984). *Stress, appraisal and coping. New York, NY: Springer Publishing*.
- 5. Aldwin, C. M. & Werner, E. E. (2004). *Stress, coping and development: An integrative perspective*. New York: Guilford.

- 1. Communication process: Nature, definition, characteristics, functions, and significance of communication; Communication models and concepts.
- 2. Forms of human communication: Verbal and nonverbal communication; interpersonal; computer mediated and electronic communication.
- Listening and public speaking: Effective listening, types of listening, barriers to listening.
 Public speaking Perception, self and communication; Techniques of public speaking;
 Methods and elements of delivery.
- 4. Assertive communication and persuasion: Nature and style of assertive communication; Steps in assertiveness training; Persuasion nature and principles.
- 5. Skills of communication: Self presentation skills, relationship skills, interviewing skills, group interaction and leadership skills, presentation and public speaking skills.

- 1. DeVito, J. A. (2011). *Essentials of human communication* (8th ed.). Boston: Pearson Education.
- 2. Weiten, W., Dunn, D. S., & Hammer, E. Y. (2012). *Psychology applied to modern life: Adjustment in 21st century* (10th ed.). Belmond, CA: Wadsworth, Cengage Learning
- 3. Froemling, K., Grice, G. L., Skinner, J. F. (2011). *Communication: The Handbook*. Boston: Allyn & Bacon.
- 4. Pearson, J. C. & Nelson, P. E. (2000). *An introduction to human communication: Understanding and sharing.* Boston: McGraw Hill.
- 5. Adler, R. B., Rodman, G., & Hutchinson, C. C. (2011). *Understanding human communication*. New York: Oxford University Press.

BSP 327 Practicals based on courses 321, 322, 323, 324, 325, 326 Credits 2

(Any five of the following from core papers and one from opted elective)

- 1. Culture and Human Behaviour
 - a. Colour /Depth perception
 - b. Perception of emotions
- 2. Human Resource Management
 - a. Occupational health
 - b. Performance appraisal/Job analysis
- 3. Perception, attention and consciousness
 - a. Signal detection/geometric illusions
 - b. Vigilance
- 4. Clinical Psychology
 - a. Mental status examination
 - b. Rorschach inkblot /TAT
- 5. Neuro-physiological Basis of Behaviour
 - a. Physiological correlates of emotion
 - b. Assessment of hemispheric asymmetry
- 6. Stress and coping
 - a. Assessment of stress
 - b. Assessment of coping
- 7. Psychology of communication
 - a. Preparation of a public speech (outline only)
 - b. Assessment of assertiveness