DEPARTMENT OF PSYCHOLOGY

PREAMBLE

UG: Programme Profile and the Syllabi of Courses Offered in the V Semester along with Evaluation Components III & IV (**With effect from 2021 - 2024 Batch Onwards**).

PROGRAMME SPECIFIC OUTCOMES

PSO No.	*Upon completion of these courses the student would be able to*
PSO-1	Identify the Psychological Processes, Human Behaviour and Develop the Critical Thinking Ability.
PSO-2	Execute the Major Concepts, Theoretical Perspectives, and Fields in Psychology.
PSO-3	Demonstrate the Essence of Human Values through Acts of Social Commitment, and Develop Professional Ethics and Responsibilities.
PSO-4	Distinguish Psychological Principles to Physical, Cognitive, and Psycho-Social Interventions.
PSO-5	Design the Knowledge of Theories and Practice Model in the Disciplinary Domain for Community Development, Interventions with Individuals, Community-Based Knowledge and to Pursue Higher Education and Enhance Competitive Spirits.

PROGRAMME PROFILE B.Sc. Psychology

Semester	Part	Category	Course code	Course Title	Previous Course Code	Contact Hrs/ week	Credit Min/ Max
I	I	Languages / AECC - II Tamil / Hindi / French	UTAL107/ UTAL108/ UHIL102/ UFRL102	Basic Tamil- I/ Advanced Tamil- I/ Hindi -I / French- I	UTAL105/ UTAL106/ UHIL101/ UFRL 101	5	3/4
	II	Communicative English / AECC – 1	UENL109/ UENL110	English for Communication (Stream – I)/English for Communication (Stream – II)	---	5	3/4
	III	Major Core I / DSC	UPSM101	General Psychology- I	---	6	5
		Major Core II / DAC	UPSM102	Developmental Psychology- I	---	6	5
		Allied – I / (GE)	UPSA101	Human Physiology	---	6	4
		PE	UPEM101	Professional English	---	6	4
	IV	Value Education			---	2	1
				TOTAL		**36**	**25/27**
II	I	Languages / AECC - II Tamil / Hindi / French	UTAL207/ UTAL208/ UHIL202/ UFRL202	Basic Tamil II/ Advanced Tamil II/ Hindi II/ French II	UTAL205/ UTAL206/ UHIL 201/ UFRL 201	5	3/4

	II	Communicative / English / AECC-1	UENL209/ UENL210	English for Communication (Stream – I)/English for Communication (Stream – II)		5	3/4
	III	Major Core III / DSC	UPSM201	General Psychology-II		6	5
		Major Core IV / DSC	UPSM202	Developmental Psychology- II		5	5
		Allied – II / (GE)	UPSA201	Elementary Statistics		6	4
		PE	UPEM201	Professional English II		6	4
		Internship	UPSI201	Internship / Field work / Field Project		-	-/1 (Extra Credit)
	IV	Non-Major Elective				3	2
	V	Extension activity/ Physical Education/NCC				-	1/2
				TOTAL		**36**	**27/31**
III	I	Languages / AECC – II Tamil / Hindi / French	UTAL307/ UTAL308/ UHIL302/ UFRL302	Basic Tamil I / Advanced Tamil I / Hindi I / French I	UTAL 305/ UTAL 306/ UHIL 302/ UFRL 301	5	3/4
	II	Communicative English / AECC – 1	UENL309/ UENL310	English for Communication (Stream – I)/English for Communication (Stream – II)		5	¾
	III	Major Core V / DSC	UPSM303	Social Psychology – I	UPSM 103	5	5
		Major Core VI / DSC	UPSR302	Experimental Psychology-I		5	5
		Allied-III / (GE)	UPSA301	Principles of Management		5	4
	IV	Online Course		NPTEL/ Spoken Tutorial		3	½
		Value Education				2	1
				TOTAL		**30**	**22/25**
IV	I	Languages / AECC – II Tamil / Hindi / French	UTAL407/ UTAL408/ UHIL402/ UFRL402	Basic Tamil II/Advanced Tamil II/ Hindi II / French II	UTAL403/ UTAL 404	5	¾
	II	Communicative English / AECC - I	UENL409/ UENL410	English for Communication (Stream – I)/English for Communication (Stream – II)	UENL 406	5	¾
	III	Major Core VII / DSC	UPSM403	Social Psychology – II	UPSM 203	5	5
		Major Core VIII / DSC	UPSR402	Experimental Psychology-II		5	5
		Allied – IV / (GE)	UPSA401	Research Methodology	UPSM 402	5	4
		Internship	UPSI401	Internship / Fieldwork / Field Project		-	-/1 (Extra Credit)

	IV	Non-Major Elective				3	2
	IV	Soft Skill				2	1
	V	Extension activity/ Physical Education/NCC				-	-/2
		TOTAL				**30**	**23/28**
V	III	Major Core XI / DSC	UPSM501	Abnormal Psychology		6	5
		Major Core X / DSC	UPSM504	Educational Psychology		6	5
		Major Core X / DSC	UPSM506	Theories of Personality	UPSM 303	6	5
		Major Elective / (DSE)	UPSO501	Consumer Behaviour	UPSM 505	5	4
			UPSO502	Human Resource Development	UPSM 603		
		Major Core XII / DSC	UPSP501	Project	UPSP 601	5	5
	IV	Value Education				2	1
		TOTAL				**30**	**25**
VI	III	Major Core XIII / DSC	UPSM601	Clinical Psychology		6	5
		Major Core XIV / DSC	UPSM602	Counselling Psychology		5	4
		Major Core XV /DSC	UPSM604	Health Psychology		6	5
		Major Core XVI	UPSM605	Positive Psychology	UPSM 503	6	6
		Major Elective / (DSE)	UPSO601	Psychological Testing & Case Conceptualization		5	4
			UPSO602	Rehabilitation Psychology			
		Comprehensive Viva Voce	UPSM606				1
		Internship	UPSI601	Internship / Field Work / Field Project (30 Hours)	-	-	- /1 (Extra Credit)
	IV	Soft Skill				2	1
	V	Extension Programme/ Physical Education/NCC				-	-/2
		Extension Programme	UROX601	Rural Outreach Programme (30 Hours)	-	-	- / 1 (Extra Credit)
		TOTAL				**30**	**26/30**
		GRAND TOTAL				**192**	**148/166**

Course Mapping				Collaborating Agency – E.S. Hospital		
Semester	Course Code	Course Title	Assessment	Course Title	Hour/Days/ Month	Mode of Evaluation
VIZ	UPSM504	Counseling Psychology	Component III	Counseling Psychology	2 Days	Reflection
VI	UPSM601	Clinical Psychology	Component IV	Clinical Psychology	2 Days	Reflection

ABNORMAL PSYCHOLOGY
UPSM501

Semester : V
Category : Major Core X
Class & Major : III B.Sc. Psychology

Credit : 5
Hours / Week : 6
Total Hours : 78

COURSE OBJECTIVES

CO No.	To enable the students
CO-1	Knowledge of Psychological Theories and models for the field of Abnormal Psychology.
CO-2	Understanding of Assessment, Etiology, Symptoms, and Treatments of the major Psychological Disorders.
CO-3	Examine the impact of biological factors on the development of psychological disorders.
CO-4	Familiarity with research methods and ethical considerations appropriate for the study of abnormal psychology.
CO-5	Ability to apply course materials to case studies of individuals.

UNIT- I INTRODUCTION TO ABNORMAL PSYCHOLOGY AND MOOD DISORDERS **15 Hours**

Definition and Scope - Historical Conceptions - Mood Disorders – Depression - Depressive Disorders - Dysthymic Disorder - Bipolar Disorder - Bipolar I Disorder - Bipolar II Disorder - Cyclothymic Disorder – Suicide – Theories – Causes - Mental Illness and Prevention of Suicide.

UNIT- II ANXIETY DISORDERS AND SOMATOFORM DISORDERS **16 Hours**

DSM V and ICD Classification - Anxiety Disorders - The experience of Anxiety - Generalized Anxiety Disorder - Panic Disorder – Phobias - Obsessive Compulsive Disorder - Post Traumatic Stress Disorder- Interpretation and Treatment.

Somatoform Disorders- Pain Disorders- Somatisation Disorders- Conversion Disorders – Hypochondriasis - Body Dysmorphic Disorders.

UNIT- III PSYCHOTIC DISORDERS / PERSONALITY DISORDERS   16 Hours

Symptoms – Factors – Vulnerability - Schizoaffective Disorders - Delusional Disorders - Shared Psychotic Disorder – Schizophrenia - other Personality Disorders - Causes and Treatment.

UNIT- IV SUBSTANCE –RELATED DISORDERS AND SEXUAL DYSFUNCTION
16 Hours

Substance Dependence - Substance Abuse – Alcoholism - Drug Abuse - Different Drugs - Causes and Treatment.

Sexual Disorders and Gender Identity Disorder - Sexual Dysfunctions - Causes and Treatment of Sexual Dysfunctions - Paraphilias - Causes and Treatment - Sexual Variants - Sexual and Gender Variants - Gender Identity Disorder - Treatment and Prevention.

UNIT- V PERVASIVE DEVELOPMENTAL DISORDERS   15 Hours

ADHD - Learning Disorders - Autism - Aspergers Syndrome - Intellectual disability - other disorders - Mental Retardation - Causes and Treatment - Eating Disorders: Anorexia Nervosa – Bulimia – Binge Eating Disorder - Causes and Treatment.

Text Books

- Barlow, D. H. & Durand, V. M. (2015). *Abnormal Psychology: An Integrative Approach* (7th Ed.,) Wadsworth. Thomson Learning. Canada.

Reference Books
- Sarason, I. G. & Sarason, B. R. (2002). *Abnormal Psychology: The Problem of Maladaptive Behaviour* (10th Ed.,) Pearson. New Delhi.
- Alloy, L. B, Riskind, J. H. & Manos, M.J. (2005) *Abnormal Psychology* (9th Ed.,). Tata McGraw Hill Publishing Company Ltd. Delhi.
- Carson and Butcher. (2010). *Abnormal Psychology* (13th Ed.,). Pearson Education. New Delhi.

e-Resource
- https://www.verywellmind.com/what-is-abnormal-psychology-2794775
- https://b-ok.cc/book/2918532/1c0aad
- https://b-ok.cc/book/2343192/43d9dd
- https://b-ok.cc/book/5010968/91cfd2?dsource=recommend
- https://www.apa.org/pubs/journals/abn
- https://www.apa.org/pubs/journals/abn/sample
- https://www.tandfonline.com/doi/abs/10.1080/13803611.2022.2061515?journalCode=nere20
- https://www.researchgate.net/topic/Abnormal-Psychology/publications
- https://www.psychologytoday.com/us/blog/think-act-be/202105/mental-illness-is-far-more-normal-we-think
- https://psychiatry.org/psychiatrists/practice/dsm

COURSE OUTCOMES

CO No.	On completion of the course, the student will be able to	Bloom's Level
CO-1	Define the process of assessing such behaviour and the most commonly used system for classifying psychological disorders.	K1
CO-2	Explain several different theoretical perspectives on psychological disorders.	K2
CO-3	Identify the research methods used and research findings on various psychological disorders.	K3
CO-4	Analyse the causes and be able to identify the symptoms of various psychological disorders.	K4
CO-5	Determine effective treatment approaches to different psychological disorders.	K5

EDUCATIONAL PSYCHOLOGY
UPSM504

Semester : V   **Credit** : 5
Category : Major Core X   **Hours / Week** : 6
Class & Major : III B.Sc. Psychology   **Total Hours** : 78

COURSE OBJECTIVES

CO No.	To enable the students
CO-1	Understand the Meaning and Importance of Educational Psychology in Enhancing the Teaching-Learning Process.
CO-2	Examine how the Science of Psychology can Inform our Understanding of Teaching and Learn in the Indian Context
CO-3	Evaluate the Various Perspectives on Learning and Motivation and their Applications to the Educational Context.
CO-4	Illustrate Effective Teaching and Learning Strategies that are Geared toward Maximizing Student Learning
CO-5	Develop Insights into the Facilitators of Learning such as Intelligence, Needs, Goals, and Self-Perceptions.

UNIT- I INTRODUCTION TO EDUCATIONAL PSYCHOLOGY   15 Hours

Definition- Historical Background - Concepts and Principles of Educational Psychology - Role and Scope of Educational Psychology- Effective Teaching Methods.

UNIT- II MOTIVATION AND CLASSROOM MANAGEMENT   15 Hours

Meaning of Motivation - Intrinsic and Extrinsic Motivation - Approaches to Understand Classroom Motivation - Motivational Techniques in Classroom Teaching - The Goals of Classroom Management - Creating A Positive Learning Environment - Characteristics of an Effective Teacher - Teacher Expectation and Students' Performance

UNIT- III UNDERSTANDING LEARNING PROCESS   16 Hours

Understanding Learning Process – Behaviour Modification Techniques – Methods of Learning – Learning curves and Strategies – Theories of Learning – Classical Conditioning – Instrumental Learning – Hull Theory – Edward L. Thorndike Theory - Theories of Cognitive Development -Piaget, Bruner, And Vygotsky.

UNIT-IV CREATIVITY AND APTITUDE   16 Hours

Nature and Characteristics of Creativity - Theories of Creativity – Stages of Creativity - Fostering Creativity among Children - Nature and Characteristics of Aptitude - Types of Aptitude – Stages of Creativity - Measurement of Aptitude - Utility of Aptitude Tests – Interest Concept.

UNIT – V DEALING WITH ABILITY DIFFERENCES AND TESTING   16 Hours

Teaching Children with Mental Retardation - Learning Disability - Social Class Differences and Educational Difficulties - Attention Deficit Hyperactive Disorder.

Types of standardized tests – Intelligence Test – Personality Test - Achievement Test - Advantages, and Limitations of Standardized Test.

Text Book

- Woolfolk, A.E. (2004). *Educational Psychology* (9th Ed.,). Allyn & Bacon. London / Boston.
- Gage, N. L., & Berliner, D. C. (2009) *Educational psychology* (5th Ed.,). MA: Houghton Mifflin. Boston.

Reference Books
- Ormrod, J. E.(2000). *Educational Psychology: Developing Learners*. New Jersey
- Mohanty, N., Varadwaj, K. & Mishra, H.C. (2014). *Explorations of Human Nature and Strength: Practicals in Psychology*. DivyaPrakashani. Samantarapur. Bhubaneswar.

e-Resource
- https://b-ok.cc/book/830035/00a957
- http://elibrary.bsu.az/books_163/N_55.pdf
- https://b-ok.cc/book/3519689/557777
- **https://www.frontiersin.org/journals/psychology/sections/educational-psychology**
- **https://www.journals.elsevier.com/contemporary-educational-psychology/recent-articles**
- **https://hipatiapress.com/hpjournals/index.php/ijep/**
- **https://www.cehd.umn.edu/edpsych/research/student-dissertations/**
- **http://www.edpsycinteractive.org/edpsyindx.html**
- **https://www.allpsychologycareers.com/psychology/educational-psychology/**
- **https://www.frontiersin.org/articles/10.3389/fpsyg.2020.00439/full**

COURSE OUTCOMES

CO No.	On completion of the course, the student will be able to	Bloom's Level
CO-1	Explain the Historical Background, Knowledge, and Skills of Effective Teachers and the Research Methods in Educational Psychology.	K1
CO-2	Organize the Implications of Motivation, Teaching, and Learning.	K2
CO-3	Identify the Various Approaches to Learning.	K3
CO-4	Outline the Knowledge of the Strategies for Effective Classroom Management.	K4
CO-5	Classify the Different Exceptionalities of Learners.	K5

THEORIES OF PERSONALITY
UPSM506

Semester	: V	**Credit**	: 5
Category	: Major Core X	**Hours / Week**	: 6
Class & Major	: III B.Sc. Psychology	**Total Hours**	: 65

COURSE OBJECTIVES

CO No.	To enable the students
CO-1	Describe the Historical and Cultural Context of each Personality Theory.
CO-2	Describe the Contributions of Heredity and Environment to Personality Development.
CO-3	Understand the Role of Personality Theory in Psychology and the ways in which Personality is Assessed.
CO-4	Compare and Contrast Personality Theories on the basis of Scientific Criteria.
CO-5	Apply Course Concepts to their Understanding and Interpretation of Real-Life Situations.

UNIT - I INTRODUCTION TO THEORIES OF PERSONALITY   13 Hours

Meaning of Personality – Define of Personality – Determinants of Personality – Influence of Heredity and Environment – Role of Endocrine Gland - Theory and Its Relatives - Research in Personality Theory.

UNIT - II PSYCHODYNAMIC THEORIES   13 Hours

Freud: Psychoanalysis- Adler: Individual Psychology - Jung: Analytical Psychology- Horny: Psychoanalytical Social Theory- Fromm: Humanistic Psychoanalysis.

UNIT - III HUMANISTIC & EXISTENTIAL THEORIES   13 Hours

Maslow: Holistic Dynamic Theory - Maslow's view of Motivation - Self-Actualization - Rogers: Person-Centered Theories - May: Existential Psychology.

UNIT- IV TRAIT & FACTOR THEORIES   13 Hours
Allport- Eysenck- Cattle-McCrae & Costa's theories

UNIT - V LEARNING THEORIES   13 Hours
Behavioural Analysis- Skinner - Social Cognitive Theory – Bandura - Rotter &Kelly

Text Books
- Jess Feist Gregory J. Feist. (2008). *Theories of Personality* (7th Ed.,) McGraw-Hill Education. Europe.

Reference Books
- Duane P. Schultz, Sydney Ellen Schultz.(2008). *Theories of Personality*. (9th Ed**.)**. Cengage Learning. Wadsworth.
- Calvin S. Hall Gardner, Lindzey John B. (2008). *Theories of Personality* (4th Ed.,). Campbell Wiley India Private Limited.
- Richard, M. Ryckman.(2013). *Theories of Personality*. (10th Ed.,) Cengage Learning Inc.

e-Resource
- **https://www.researchgate.net/publication/27827942_Personality_theories_and_ models_An_overview**
- **https://journals.sagepub.com/doi/abs/10.1177/0098628311411785**
- **https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1188320/**
- **https://jamanetwork.com/journals/jamainternalmedicine/article-abstract/572470**
- **https://www.sciencedirect.com/science/article/abs/pii/S0191886919304933**
- **https://www.hzu.edu.in/uploads/2020/9/Theories%20of%20Personality.pdf**
- **https://kupdf.net/download/advanced-theories-of-personality_59b02b6cdc0d60d354568edb_pdf**
- **https://pdfroom.com/books/advanced-personality/kZdowb1ydM8**
- **https://babel.hathitrust.org/cgi/pt?id=uc1.$b397395&view=1up&seq=8**
- **https://www.pearsonhighered.com/assets/preface/0/1/3/4/0134583957.pdf**

COURSE OUTCOMES

CO No.	On completion of the course, the student will be able to	Bloom's Level
CO-1	Understand and Apply Classic and Contemporary Theories of Personality to Real World Situations.	K1
CO-2	Critically Examine the Major Theories and Findings of the Field of Personality Psychology.	K2
CO-3	Understand Approaches to Psychological Assessment and Psychotherapy that Relate to the Personality Theories.	K3
CO-4	Recognize the Interaction of Situational and Individual Characteristics on the Development of Personality.	K4
CO-5	Explain Personality-Related Processes that Underlie Individual Differences in Behaviour.	K5

CONSUMER BEHAVIOR
UPSO501

Semester : V
Category : Major Elective
Class & Major : III B.Sc. Psychology

Credit : 4
Hours / Week : 5
Total Hours : 65

COURSE OBJECTIVES

CO No.	To enable the students
CO-1	Understand the Factors Influencing Consumer Buying Behaviour.
CO-2	Explain the Consumer Personality and its Cognitive Factors.
CO-3	Understand the Theoretical Perspectives Associated with Consumer Decision-Making, Including Recognizing Cognitive Biases and Heuristics.
CO-4	Differentiate Consumers, Consumer Behaviour in the Market Place and their Impact on Marketing Strategy.
CO-5	List the Applications of Consumer Behaviour.

UNIT -I: INTRODUCTION TO STUDY CONSUMER BEHAVIOUR   14 Hours

Defining Consumer Behaviour - Consumer Roles - Scope of Allocation of Consumer Behaviour - Why Study Consumer Behaviour - History of Consumer Behaviour and the Marketing Concept - Contributing Disciplines and Application of Consumer Behaviour – Market Segmentation

UNIT- II: THE CONSUMER DECISION MAKING PROCESS   14 Hours

What is Consumer Decision - Consumer Decision Making Process - Levels of Consumer Decision Making - Models of Consumers: Four Views of Consumer Decision Making - Types of Decision Process

UNIT- III: MODELS OF CONSUMER BEHAVIOUR   13 Hours

The Economic Model - Learning Model - Psychoanalytic Model - The Sociological Model - The Howard Sheth Model of Buying Behaviour - The Nicosia Model - The Engel-Kollat-Blackwell Mode - Engel, Blackwell and Miniard (Ebm) Model.

UNIT- IV: PSYCHOLOGICAL INFLUENCE ON CONSUMER BEHAVIOUR

11 Hours

Personality and Self-Concept - Motivation - Consumer Learning - Consumer Perception -Consumer Attitude - Consumer Communication – Consumer Advertisement - Ethical Issues

UNIT- V: CONSUMERS IN THEIR SOCIAL AND CULTURAL SETTINGS 13 Hours

Reference Group: Nature, Types and Influences on Consumers - Family Life Cycle Stages - Nature of   Household Purchases - Family Decision Making - Resolving Conflict - Social Class: Nature of Social Class   - Symbols of Status - Concept of Money and Social Class - Social Class Categories - Consumer Behaviour

Text Books:

- Kumar, A and Singh, K. (2013). *Consumer Behaviour and Marketing Communication: An Indian Perspective.* (1st Ed.,). Dreamtech Press, New Delhi.
- Gordon R. Foxall (2014). *Consumer Behaviour a Practical Guide.* (1st Ed.,) Routledge. London.
- Ramesh Kumar S (2017). *Consumer Behaviour: The Indian Context.* (2nd Ed.,) Pearson Education, Bengaluru.

REFERENCES

- Schiffman LG and Kanuk LL. (2007). *Consumer Behaviour.* (9th Ed.,). Prentice-Hall of India Pvt Ltd. New Delhi. India.

- Batra Satish K and S.H.H. Kazmi. (2007). *Consumer Behaviour – Text and Cases, Excel Books*. Naraina Phase I. New Delhi. India.

e-Resource

- https://www.verywellmind.com/what-is-consumer-psychology-2794899
- https://www.britannica.com/science/consumer-psychology
- https://www.emotiv.com/glossary/consumer-psychology/
- https://en.wikipedia.org/wiki/Consumer_behaviour
- https://www.researchgate.net/publication/256412209_Journal_of_Consumer_Behaviour
- https://www.researchgate.net/publication/342876391_Review_Paper_on_Factors_Influencing_Consumer_Behavior

COURSE OUTCOMES

CO No.	On completion of the course, the student will be able to	Bloom's Level
CO-1	Define the Consumer Motivation and Identify its Measurements	K1
CO-2	Understand the Principal Factors that Influence Consumers as Individuals and Decision Makers with an Application to the Buying Decision Process.	K2
CO-3	Apply and Demonstrate Theories to Real-World Marketing Situations by Profiling and Identifying Marketing Segments	K3
CO-4	Appraise Models of Consumer Behaviour and Determine their Relevance to Particular Marketing Situations	K4
CO-5	Identify the Dynamics of Human Behaviour and the Basic Factors that Influence the Consumer's Decision Process	K5

HUMAN RESOURCE DEVELOPMENT
UPSO502

Semester   : V
Category   : Major Elective
Class & Major : III B.Sc. Psychology

Credit   : 4
Hours / Week : 5
Total Hours : 65

COURSE OBJECTIVES

CO No.	To enable the students
CO-1	Build a Perspective of Human Resource Development as Discipline Appreciating Learning.
CO-2	Learn the Skills of Developing a detailed plan for need and Implementation of HRD Program in the Organization
CO-3	Explain Human Resources Development and its theories, the difference between Education, Training, Learning and the concept of the Transfer of Learning;
CO-4	Understand Contemporary Realities of HRD and its Interface with Technology
CO-5	Evaluate the HRD Role dealing with Contemporary Challenges.

UNIT- I HRM: INTRODUCTION   **11 Hours**

Human Resource Management – Definition –Objectives – Scope – Functions of HRM. Job Analysis – Process of Job Analysis, Team Analysis – Employee Empowerment.

UNIT- II- HR PLANNING AND SELECTION   **13 Hours**

Human Resource Planning – Objectives – Process of HRP– Recruitment – Sources of Recruitment. Selection Procedure - Test and Interview - Types – Reference Check – Final Selection -Placement – Induction (Orientation).

UNIT -III HRD AND CAREER PLANNING HRD   **13 Hours**

Need – Functions – Training – Methods – Executive Development – Differences between Training and Development. Career Planning – Process – Succession Planning - Concept of Quality of Work Life (QWL).

UNIT- IV PERFORMANCE APPRAISAL AND JOB EVALUATION   **14 Hours**

Performance Appraisal – Process – Techniques – Difference between Performance Appraisal and Job Evaluation. Job Evaluation – Process – Potential Appraisal.

UNIT -V PROMOTION AND ABSENTEEISM   **14 Hours**

Promotion – Criteria – Benefits of Effective Promotion Policy, Transfer – Purpose of Transfer. Absenteeism – Causes – Measures - Labour Turnover – Separation – VRS - Retirement – Dismissal

Text Book

- S.S. Khanka. (2008) *Human Resource Management*. (1st Ed.,) Sulthan Chand & Sons. New Delhi.

Reference Book

- Dessler, G. (2009). A *framework for human resource management*, 7th ed. Pearson/Prentice Hall Publishing. New York.
- J. Jayasankar. (2018). *Human Resource management*, Margham Pub. Chennai.

e-Resource
- https://b-ok.cc/book/2651962/448783
- https://b-ok.cc/book/3427742/74fd28?dsource=recommend
- https://b-ok.cc/book/3423809/d32c71?dsource=recommend
- **https://ejop.psychopen.eu/index.php/ejop/article/view/438/438.html**
- **https://www.sacap.edu.za/blog/management-leadership/psychology-and-human-resource-management/**
- **https://www.slideshare.net/Shiromakh/role-of-psychology-in-hr**
- **https://www.slideshare.net/mahboob804/the-role-of-psychology-in-human-resources-management-by-drmahboob-khan-phd**
- **https://slideplayer.com/slide/4901845/**
- **https://www.whatishumanresource.com/human-resource-management**
- **https://onlinecounselingprograms.com/online-counseling-degrees/online-masters-in-human-resources/hr-functions/**

COURSE OUTCOMES

CO No.	On completion of the course, the student will be able to	Bloom's Level
CO-1	Evaluate the perspective of Human Resource Development as discipline appreciating learning.	K1
CO-2	Developing skills of a detailed plan needed and demonstrate the implementation of HRD program in the organization.	K2
CO-3	Explain the role of learning in action as an individual, group and an organization in order to develop creative strategies to organizational problems.	K3
CO-4	Analyse the perspective of HRD beyond organizational realities including national HRD.	K4
CO-5	Explain the contemporary realities of HRD and its interface with technology.	K5

III AND IV EVALUATION COMPONENTS OF CIA

Semester	Category	Course Code	Course Title	Component III	Component IV
V	Major Core XI / DSC	UPSM501	Abnormal Psychology	Assignment	Seminar
	Major Core X / DSC	UPSM504	Educational Psychology	Assignment	Seminar
	Major Core X / DSC	UPSM506	Theories of Personality	Assignment	Seminar
	Major Elective / (DSE)	UPSO501	Consumer Behaviour	Case Study	Seminar
	Major Elective / (DSE)	UPSO502	Human Resource Development	Case Study	Seminar