

Semester	7		
Course Code:	MA5720		
Course Name:	Organizational and Industrial Psychology		
Credit Value	3 (Notional hours: 150)		
Pre-requisites	None		
Core /Optional	Optional		
Hourly Breakdown	Lecture (hrs)	Small-Group Discussions (hrs)	Independent Learning (hrs)
	15	30	105
<p>Aim(s): To provide the necessary organizational behavior tools to perform effectively in different organizational situations.</p> <p>Intended Learning Outcomes: On completion of the course, students should be able to:</p> <ul style="list-style-type: none"> ➤ discuss motivational theories with worker attitudes. ➤ relate leadership models to the climate and culture of organizations. ➤ appreciate the need for stress and conflict handling in organizational development. ➤ appreciate the recruitment process of an organization. ➤ analyze performance using Key Performance Indicators. 			
<p>Course content:</p> <ul style="list-style-type: none"> ● Organizational Psychology: Motivation and work attitudes: motivational theories, Leadership: positive and negative leaders; transformational and transactional leaders, leadership models. Culture and climate: Individual differences; organizational structure and culture; multinational organizations; women in the industry; Organizational development: developmental process; change forces and types of change; resistance to change; costs and benefits; stress and conflict management; counseling ● Industrial Psychology: Human Resources Planning: Job Analysis, specifications and descriptions Selection and placement: recruitment and selection process Training: induction, on-the-job, institutional, outward bound; Performance appraisal: appraisal methods; performance evaluation and Key Performing Indicators (KPIs) 			
<p>Teaching/Learning Methods: Lectures Student Based Activities</p>			
Assessment Strategy			
Continuous Assessments 50%		Final Assessment 50%	
Small Group Activities 30%	Case Studies 20%	Theory 50%	Practical - Other -
Recommended Reading:			

- King, D. and Lawley, S. (2013). *Organisational Behaviour*. Oxford University Press.
- Robbins, S. P., Judge, T. A. and Sanghi, S. (2010). *Organisational Behaviour*. Pearson.
- Sinha, J. B. P. (2008). *Culture and Organisational Behaviour*. Sage.