Program Name	BA/BSc in Psychology			Semester	Sixth Semester
Course Title	Abnormal Psychology (Theory)				
Course Code:	PSY C13-T			No. of Credits	4
Contact hours	60 Hours			Duration of SEA/Exam	2 hours
Formative Assessment Marks		40		Summative Assessment Marks	60

Course Outcomes (COs): After the successful completion of the course, the student will be able to:

CO1. Impart knowledge about the difference between the concepts of normality and abnormality to dispel myths regarding abnormality.

CO2. Familiarize students with criteria and classification of psychological disorders.

CO3. Provide an overview of the symptoms and etiology of various psychological disorders.

CO4. Introduce students to different perspectives regarding the causation of mental illnesses.

CO5. Familiarize students with a conceptual overview of abnormal behaviour.

Theory Contents	60 Hrs
Chapter I UNDERSTANDING ABNORMALITY	15 Hrs
Introduction: Meaning and definitions of abnormality, criteria of abnormality; psychological models of abnormality - psychodynamic, behavioristic, cognitive -behavioural and Humanistic models. Classification of mental disorders –DSM and ICD.	
Chapter II CLINICAL PICTURE AND ETIOLOGY OF ANXIETY DISORDERS	15 Hrs
a) Anxiety based disorders: The anxiety based response patterns; Phobic disorders; Obsessive Compulsive Disorders(OCD); Generalized Anxiety Disorder(GAD); Somatoform disorders; Hypochondriasis; conversion disorders.	
b) Dissociative disorder - psychogenic amnesia, fugue; dissociative identity disorder: causes Biological, Psychological and Socio-cultural factors. (Diagnostic criteria/ Clinical features and causes & treatment).	
Chapter III SCHIZOPHRENIA AND DELUSIONAL DISORDER	15 Hrs
a) schizophrenia: clinical picture, subtypes and causes - biological, psychological and socio-cultural factors.	
b) delusional disorder: diagnosis, clinical picture and its causal factors.	
c) Bipolar and related disorders: biploar disorder i disorder, biploar disorder ii disorder and cyclothymic disorder.	

Chapter IV PERSONALITY DISORDERS AND PARAPHILIAS	15 Hrs
Personality disorders: cluster A (paranoid, schizoid, antisocial), B (histrionic, narcissistic, antisocial and borderline) & C (avoidant and dependent personality disorder). Paraphilic disorders: as per DSM -5 (voyeuristic, exhibitionistic, frotteuristic, sexual masochism, sexual sadism, pedophilic, fetishitic and transvestic). Causes of paraphilia.	

References	
1	Carson R.C, Butcher JN and Mineka Susan (2005)., *Abnormal Psychology and modern life* (10th edn) New York: Harper-Collins
2	Kaplan H, Sadock BJ, Grebb JA (1994) *Synopsis of Psychiatry* (7th edn). New Delhi: BL Waverly Pvt. Ltd.
3	Sarason .I.G & Sarason R.B (2005) *Abnormal PsychologyThe Problems of Maladaptive Behaviour* 11th edition New Delhi Pearson Pub.

Course Title	Abnormal Psychology (Practical)			Practical Credits	2
Course Code	PSY C14-P		Contact Hours	60 Hours	
Formative Assessment.	25 Marks	Summative Assessment		25 Marks	

Practical Content

(Minimum 8 Practical to be conducted)

1. Multiphasic Questionnaire (H.N.Murthy)
2. Family Pathology Scale (V. Veeraraghavan and A. Dogra)
3. Bell's Adjustment Inventory
4. IPAT Anxiety Scale
5. Yale Brown Obsessive Compulsive Scale
6. Cohen'S Perceived Stress Scale
7. Defence Mechanism Inventory (N R Mrinal & Uam Singhal)
8. Behavioural Deviance Scale (N. S. Chauhan and Saroj Aurora)
9. Alcohol and Drug Attitude Scale (Sunil Saini & Sandeep Singh)
10. Beck Depression Scale
11. Personal Stress Source Inventory (Arun Kumar Singh, Ashish K. Singh, and Arpana Singh)
12. Narcissistic Personality Inventory (e-source)

STATISTICS: Chi Square

Program Name	BA/BSc in Psychology		Semester	Sixth Semester
Course Title	Human Resource Management (Theory)			
Course Code:	PSY C15-T		No. of Credits	4
Contact hours	60 Hours		Duration of SEA/Exam	2 hours
Formative Assessment Marks	40		Summative Assessment Marks	60

Course Outcomes (COs): After the successful completion of the course, the student will be able to:

CO1. Understand the nature, objectives and functions of HRM.

CO2. Understand the processes of selection and tools of training.

CO3. Know the tools of performance appraisal in work setting.

CO4. Know the application of electronic in HR and management of international HR.

Theory Contents	60 Hrs
Chapter I	14 Hrs
INTRODUCTION: Human Resource: meaning. management: definitions. nature and meaning of human resource management. definitions and importance. difference between personal management and hrm. characteristics, objectives, importance and scope of HRM. Functions of HRM – A) Managerial B) Objective C) Advisory and supportive functions.	
Chapter II	16 Hrs
SELECTION AND TRAINING: i) SELECTION: Meaning and Nature. Definitions, Characteristics, Objectives and importance of Selection. Process and Tests used in Selection. Interview: Meaning and Types. Limitations of Interview. ii) TRAINING: Meaning, Definitions, Nature and Characteristics of Training. Purposes and Benefits of Training. Methods /approaches to training- classroom/lectures , conferences, films, Vestibule training, apprenticeship, Computer Assisted Instruction(CAI)Net Based training, In basket training, Role Playing, Executive Coaching.	
Chapter III	15 Hrs
PERFORMANCE APPRAISAL: Meaning and Definition of Performance Appraisal. METHODS – A) Traditional method – Ranking, Paired Comparisons, Grading, Forced Choice, Checklist methods, Critical Incident method, Essay method. B) Modern Methods – Behaviour Anchored Rating Scale (BARS), Management by Objectives(MBO). 360* Feedback. Benefits and Limitations in Performance Appraisal.	

Chapter IV	15 Hrs

E-HRM AND INTERNATIONAL HRM:

i) **E-HRM**: Recruitment, Selection, Performance Management Learning and Compensation. HR in mergers and acquisitions. Business processing outcomes. HRM in high performance organizations.

ii) **I-HRM**: Nature, Growth and Management of international Human Resource activities. HR and Internalization of Business.

iii) **TQM**: Definition. Principles and Common Barriers to TQM, Six Sigma. Tools of Quality Improvement: Kaizen, Bench Marking, HR Audit and Balance Score card.

References	
1	H. R. Appannaiah, Dr. P.N.Reddy and K. Aparna Rao. Human Resource Management (2010) : Himalaya Publishing House
2	Shahi K. Gupta and Rosy Joshi. Human Resource Management (2011) : Kalyani Publshers
3	Dr. P. Subba Rao. Human Resource Management (2013): Himalaya Publishing House
4	Dr. P. Subba Rao. Personnel & Human Resource Management, Himalaya Publishing House
5	Dr. K. Venkataramana. Human Resource Management (2011) : Himalaya Publishing House
6	John W. Newstrom: Organizational Behaviour. Human Behaviour at Work. Tata McGraw Hill Education Private Limited, New Delhi
7	K.Aswathppa. Human Resource Management (2011). Tata McGraw Hill Education Pvt. Ltd, ND
8	Dr. C.B. Gupta. Human Resource Management. Sultan and Sons
9	Gay Dessler. Human Resource Management, 9th edi. Pearson Education 2003
10	C.S. VenkataRathnam & B.K.Srinivasa. Personal Management & Human Resource.TMPL

Course Title	Human Resource Management (Practical)		Practical Credits	2
Course Code	PSY C16-P		Contact Hours	60 Hours
Formative Assessment	25 Marks	Summative Assessment		25 Marks

Practical Content

(Minimum 8 Practical to be conducted)

1. Strategic Talent Management Practices (Naresh N. Mehta, Pestonji, S.M.Khan)

2. Occupational Self Efficacy Scale (OSES- UpindharDhar, Sanjyot Pethe, Sushma Chaudhury)

3. Organizational Climate Inventory (Som Nath Chattopadhyaya and K.G. Agarwal)

4. Organizational Culture Scale (Santhosh Dhar and Upinder Dhar

5. Vocational Interest Record (VIR Kulshrestha)

6. Work Motivation Questionnaire (Dr K G Agarwal)

7. Occupational Stress Index (Srivastava, A. K., & Singh, A. P).

8. Employee Mental Health Inventory (Jagadish)

9. Maslach Burnout Inventory

10. Quality of Work Life Scale (Santhosh Dhar, Upinder Dhar and Rishu Roy)

11. FIRO – B (William Schultz)

12. Team Effectiveness Scale (Upinder Dhar and Santhosh Dhar)

STATISTICS

One Way ANOVA - Correlated Scores