

UG-NEP- MINOR COURSE

SEMESTER 1

PSYCOR101T/PSYMIN101T: Fundamentals of Psychology (TOTAL CREDIT: 3, TOTAL HOURS: 45)

Objectives: Provide an overview of the basic concepts in psychology to help in better communication and enhance adjustment in life and work.

Unit 1: Orientation to psychology (15 Hours)

- a) Nature, fields and applications of psychology
- b) Cognitive Processes: Learning, memory and problem solving
- c) Conative Processes: Motivation, types of motives (Extrinsic and Intrinsic)
- d) Affective Processes: Emotion, Positive and negative emotion

Unit 2: Psychology of Individual Differences (15 Hours)

- a) Theories of personality: Freud (topographical model, structure of mind, psychosexual stages), Eysenck, Rogers, Costa and McCrae
- b) Theories of intelligence: Spearman's 'g' theory, Sternberg and Gardner
- c) Assessment of intelligence and personality

Unit 3: Understanding Developmental Processes (15 Hours)

- a) Cognitive Development – Piaget
- b) Moral Development—Kohlberg
- c) Psycho-social Development – Erikson

PSYCOR101P/MIN101P:

PRACTICUMS (Credit 2, 60 Hours)

1. Assessment of Intelligence through Cattell's Culture Fair Test
2. Assessment of Personality through NEO-FFI

Readings:

Manika Das Rana
29.8.2025

Samanwita Laha
29.08.25

Debatree Mukherjee
29.8.25

Mahamud
29.08.25

Syhozi
29.08.25

Anindita Choudhuri

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Readings:

Chadha, N.K. & Seth, S. (2014). The Psychological Realm: An Introduction. Pinnacle Learning, New Delhi.

Ciccarelli, S.K. & Meyer, G.E (2008). Psychology (South Asian Edition). New Delhi: Pearson

Feldman, S.R. (2009). Essentials of understanding psychology (7th Ed.) New Delhi : Tata Mc Graw Hill.

Glassman, W.E. (2000). Approaches to Psychology (3rd Ed.) Buckingham: Open University Press.

Michael, W., Passer, Smith, R.E. (2007). Psychology: The science of mind and Behavior. New Delhi : Tata McGraw-Hill.

SEMESTER 2

PSYCOR202T/PSYMIN202T:

YOUTH, GENDER, AND IDENTITY (TOTAL CREDIT : 3; TOTAL HOURS : 45)

Objectives: To equip the learner with an understanding of the concepts of youth, gender, and identity and their interface and to inculcate sensitivity to issues related to youth, gender, and identity within the sociocultural context.

Unit 1: Introduction (15 Hours)

- a. Concepts of Youth: Transition to Adulthood, Extended Youth in the Indian context
- b. Concepts of Gender: Sex, Gender Identity, Gender Roles, Gender Stereotypes
- c. Concepts of Identity: Self-Concept, Self-esteem, Social Identity

Unit 2: Youth and Identity (15 Hours)

- a. Family: Parent-youth conflict, sibling relationships, intergenerational gap
- b. Peer group identity: Friendships and Romantic relationships
- c. Youth culture: Influence of globalization on Youth identity identity crisis
- d. Youth, Gender and Violence—Encouraging non-gender-stereotyped attitudes in youth

Unit 3: Gender and Identity (15 Hours)

- a. Issues of Sexuality in Youth
- b. Gender discrimination

- c. Culture and Gender: Influence of globalization on Gender identity

PSYCOR202P/MIN202P:

Unit 4: PRACTICUMS (Credit 2, 60 Hours)

1. Assessment of gender role using Indian Gender Role Identity Scale (IGRIS)
2. Assessment of achievement using Deo-Mohan Achievement Scale

Readings:

Berk, L. E. (2010). *Child Development* (9th Ed.). New Delhi: Prentice Hall.

Baron, R.A., Byrne, D., & Bhardwaj, G. (2010). *Social Psychology* (12th Ed.). New Delhi: Pearson.

SEMESTER 3

PSYCOR303T/PSYMIN303T: PSYCHOLOGY FOR HEALTH AND WELL-BEING

(TOTAL CREDIT: 5; TOTAL HOURS: 60)

Objective: To understand the spectrum of health and illness for better health management.

UNIT1: Illness, Health And Well Being (15 HOURS)

Continuum and Models of health and illness: Medical, Bio-psychosocial, holistic health; health and well being.

UNIT2: Stress and Coping (15 HOURS)

Nature and sources of stress; Effects of stress on physical and mental health; Coping and stress management

Unit 3: Health Management (15 HOURS)

Health-enhancing behaviors: Exercise, Nutrition, Health compromising behaviours; Health Protective behaviors, illness management

PSYCOR303P/MIN303P:

Unit 4: PRACTICUMS (Credit, 2; 60 HOURS)

1. Assessment of Stress using Perceived Stress Scale (PSS)
2. Assessment of Coping Using the Coping Checklist 2 (CCL 2)

Readings

DiMatteo, M.R. & Martin, L.R. (2002). *Health psychology*. New Delhi: Pearson.

Forshaw, M. (2003). *Advanced Psychology: Health Psychology*. London: Hodder and Stoughton.

Hick, J.W. (2005). *Fifty signs of Mental Health. A Guide to understanding mental health*. Yale University Press

Misra, G. (1999). *Stress and Health*. New Delhi: Concept.

Sarafino, E.P. (2002). *Health psychology: Biopsychosocial interactions* (4th Ed.). NY: Wiley. Taylor,

S.E. (2006). *Health psychology*, 6th Edition. New Delhi: Tata McGraw Hill.

SEMESTER 4

PSYC404T/PSYMIN404T: PSYCHOLOGY AT WORK (TOTAL CREDIT:3; TOTAL HOURS: 45)

Objectives: To understand the meaning and theoretical foundations of I/O Psychology To develop an understanding of how the various theories and methods of I/O Psychology apply to the real work settings

Unit I: Introduction to I/O Psychology (15 hours)

Definition, Brief History, Contemporary Trends and Challenges

Unit II: Job Satisfaction and Work Motivation (15 hours)

Concepts of Job satisfaction and work motivation, causes of Job Satisfaction, outcomes of Job Satisfaction, Theories of Work Motivation and Applications

Unit III: Leadership and Communication (15 hours)

The meaning of leadership, early approaches to leadership, and contemporary approaches to leadership Transformational and Transactional Leadership; Communication process, purpose of communication in organizations

PSYCOR404P/MIN404P:

PRACTICUMS(Credit 2, 60 hours)

1. Assessment of Work Motivation through the Herzberg Work Motivation Scale.
2. Assessment of Work-Related Quality of Life through the Work-Related Quality of Life Scale (WRQOL Scale)

Readings

Adler, N.J. (1997). Global Leaders; A Dialogue with future history, Journal of International Management, 2, 21-33.

Adler, N.J. (1997). Global Leadership: Women Leaders. Management International Review, Vol. 37, International Human Resources and Cross Cultural Management, 171-196.

Chadha, N.K. (2007). Organizational Behavior. Galgotia Publishers: New Delhi.

Greenberg, J. & Baron, R. A. (2007). Behaviour in Organizations (9th Ed.). India: Dorling Kindersley

Griffin, R. W. & Moorhead, G. (2009). Organizational Behavior: Managing People & Organizations. Biztantra publishers

Robbins, S. P. & Judge, T. A. (2007). Organizational Behavior. 12th Edition. New Delhi: Prentice Hall of India.

Robbins, S. P. & Judge, T. A. (2008). Essentials of Organizational Behavior. 9th Edition. New Delhi:

Prentice Hall of India.

Singh, K. (2010). Organizational Behavior: Texts & Cases. India: Dorling Kindersley

SEMESTER 5

PSYCOR404P/MIN404P:

(TOTAL CREDIT: 3; TOTAL HOURS: 45)

Objectives: To introduce the basic concepts of the growing approach of positive psychology and understand its applications in various domains.

UNIT 1: Models of Psychopathology (15 Hours)

Psychodynamic, cognitive-behavioral, and stress-diathesis models of psychopathology

Unit 2: Anxiety disorders and obsessive-compulsive disorder (15 hours)

Overview and Clinical picture of Anxiety Disorders and Obsessive-Compulsive Disorder

Unit 3: Schizophrenia and Mood Disorders (15 hours)

Overview and Clinical picture of Schizophrenia and Mood Disorders

PSYCOR505P/PSYMIN505P: Practical (Credit 2; 60 hours)

1. Assessment of state and trait anxiety through the State-Trait Anxiety Inventory (STAI).
2. Assessment of Subjective Depression through Beck Depression Inventory (BDI)

SEMESTER 6

PSYCOR606T/MIN606T: DEVELOPMENTAL PSYCHOLOGY CONTEMPORARY APPROACHES (TOTAL CREDIT: 3; TOTAL HOURS: 45)

Objectives: To understand the role of culture in understanding behavior and explore psychological insights in Indian thought traditions.

Unit 1: Contemporary Approaches

Contemporary approaches to studying cognitive, language, and emotional development and concept of emotional intelligence

Unit 2: Identity Development

Development of Identity: Personality Development, Gender and Sexuality, and Development of Self.

Unit 3: Developmental Disabilities

1. Intellectual Disability
2. Learning Disability and Communication Disorders
3. Autism Spectrum Disorders
4. Attention Deficit Hyperactivity Disorder

PSYCOR606P/MIN606P: PRACTICUMS (Credit 2; 60 hours)

1. To assess intellectual level of an individual through any standardized intelligence test,
2. To assess the emotional intelligence of an individual through the Wong & Law Scale of Emotional Intelligence.

Readings:

Auluck, S. (2002). Self and identity. In G. Misra, and A. K. Mohanty (eds.), Perspectives on Indigenous Psychology, p. 374–398, New Delhi: Concept Publishing Company.

Chiu, C., & Hong, Y. (2006). Social Psychology of culture. New York: Psychology Press.

Jain, U. (2002). An Indian perspective on emotions. In G. Misra, and A. K. Mohanty (eds.),

Perspectives on indigenous psychology, p. 281-291. New Delhi: Concept Publishing Company.

Misra, G., & Gergen, K. J. (2002). On the place of culture in psychological science. In G. Misra, and A. K.

Mohanty (eds.), Perspectives on indigenous psychology, p. 421-439. New Delhi: Concept Publishing Company.

Roa, K. R. (2011). Indian psychology: Implications and applications. In Cornelissen, R. M. M., Misra, G., Varma, S. (Eds.), Foundation of Indian Psychology: Theories and concepts, Vol. 1. New Delhi: Pearson.

Mangal & Mangal. Emotional Intelligence: Managing Emotions to Win in Life

SEMESTER 7
SPECIAL MINOR

PSYSMC704T: Stress and Psychopathology:

Module 1: Stress and Health Behaviour

Nature and Sources of Stress, Types of stress, Effect of stress on physical and mental health, Stress-Related Disorders: CVD, IBS, Diabetes, Headache, Obesity, Health-promoting and health-compromising behavior, Theories of health behavior and their implications

Module 2: Stress and Wellbeing

Stress and Personality Factors—Type A, Type B; Hardiness, Resilience, Optimism, Hope, Self-Efficacy

Module 3: Stress and Psychopathology

Stress Diathesis Model,
Clinical pictures of Acute Stress disorder, Post-Traumatic Stress Disorder;

Module 4: Coping and Stress Management

Types of coping mechanisms

Techniques of stress management: Systematic Desensitization, Biofeedback, Flooding. Mindfulness, Yoga, Meditation , JPMR

PSYSMC704P:

PRACTICUMS:

1. Administer and Interpret Perceived Stress Scale by Sheldon Cohen
2. Administration and interpretation of Brief Coping Orientation to Problems Experienced Inventory (Brief-COPE)

PSYSMC705T:

Course Title: Introduction to Human Resource Management (HRM)

Total Credits: 5; **Hours :** 60 hours

Course Objectives

1. To introduce students to the fundamentals and scope of HRM.
2. To develop understanding of HR functions, processes, and practices.
3. To familiarize students with recent trends and issues in HRM.
4. To enable students to apply HRM concepts in organizational settings.

Unit I: Introduction to HRM (15 hrs)

Meaning, nature, scope, and importance of HRM, Evolution and growth of HRM: From personnel management to HRM and HRD, Objectives and functions of HRM, Role of HR manager and HR department in organizations

Unit II: Human Resource Planning & Acquisition (15 hrs)

Human Resource Planning (HRP): Concept, objectives, and process, Job Analysis: Job description & job specification, Recruitment: Sources and techniques, Selection: Process, testing, and interviewing methods, Induction & Placement: Practices in Indian organizations

Unit III: Development and Performance (15 hrs)

Training and Development: Need, methods, and evaluation, Performance Appraisal: Objectives, methods, and feedback systems, Career Planning and Development

Unit IV: Contemporary Issues & Trends in HRM (15 hrs)

HRM and Technology: HRIS, e-HRM, and AI in HR, International HRM and cross-cultural challenges, Diversity and Inclusion in the workplace, Employee welfare & social security: ESIC, EPFO, Occupational Safety standards, Future of HRM in India: Gig economy, remote work, skill India initiatives

PSYSMC705P

1. Assessment of Work related Quality of Life through the Work related Quality

- of Life Scale (WRQOL Scale)
2. Project: Prepare a sample job description and recruitment plan or a specific position – as per professor's instruction

Readings:

1. Dessler, G. *Human Resource Management*. Pearson Education.
2. Aswathappa, K. *Human Resource Management: Text and Cases*. McGraw Hill Education.
3. Rao, V.S.P. *Human Resource Management: Text and Cases*. Excel Books.
4. Mondy, R.W. *Human Resource Management*. Pearson.
5. Aswathappa, K. *Human Resource Management: Text and Cases*. McGraw Hill Education, India.
6. Rao, VSP. *Human Resource Management: Text and Cases*. Excel Books, India.
7. Monappa, A., & Saiyadain, M. *Personnel Management*. Tata McGraw Hill, India.
8. Dessler, G. *Human Resource Management*. Pearson Education (Indian Edition).