



Psychology
Developmental Psychology
[Discipline Specific Course]

Semester: III	Credits: 3	Subject Code: A32118	Lectures: 48
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Course Outcomes:

At the end of the course, the learner will be able to:

- Summarize the developmental processes of the human being throughout the lifespan
- Recognize the theoretical perspectives to development
- Identify influences of various factors in development across lifespan
- Integrate the influence of culture in development
- Explain various growth processes involved in infancy and preschool ages
- Explain various growth processes involved in middle childhood and adolescence
- Integrate various growth processes involved in adulthood

Unit 1: Introduction to Lifespan Development	12
<ul style="list-style-type: none"> • Scope of lifespan development • Theoretical Perspective to development I- Evolutionary, Psychological and Behavioral • Theoretical Perspective to development II- Cognitive, Humanistic and Ecological • Lifespan development in Indian context 	

Unit 2: Infancy and Preschool years	12
<ul style="list-style-type: none"> • Cognitive development in infancy-Piaget and Vygotsky • Language and social development in infancy. • Cognitive and language development in preschool years • Social and personality development in preschool years-forming a sense of self, development of friendships 	

Unit 3: Middle childhood and Adolescence	12
<ul style="list-style-type: none"> • Intellectual and language development in middle childhood. • Developing self and moral development in middle childhood. • Physical and cognitive development in adolescence 	

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• Social and personality development in adolescence	
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Unit 4: The Expanse of adulthood	12
<ul style="list-style-type: none"> • Cognitive and social development in early adulthood • Cognitive and social middle adulthood • Late adulthood and aging • Death and dying 	

12 hours for Library work, practical or field work or research purposes

- Genetic foundations & prenatal growth and change.
- Childbirth and the postpartum period
- Post Piagetian perspective- Modularity approach
- Infancy- Physical growth and stability ,Motor development , personality development in infancy
- Preschool years-Growing body and growing brain ,Motor development
- Middle childhood -Physical changes, motor development and safety, building friendships, family life.

Recommended Text Books:

- Feldman R S. *Discovering the Life Span*. Dorling Kindersley India Pvt. Ltd., New Delhi. (2010)
- Lindon, J. (2010) *Understanding Child Development*. Hodder Education. 2nd ed.
- Chaudhary N. *Listening to Culture*. Sage Publications, New Delhi. (2004)
- Dacey J S and Travers J F. *Human Development*, McGraw- Hill, New Delhi, 5th Edition (2004)

Reference Books:

- Berry J W, Mishra R C and Tripathi R C. *Psychology in Human and Social Development*. Sage Publications, New Delhi. (2003)
- Santrock J W. *Child Development*. Tata McGraw – Hill Publishing Co. Ltd., New Delhi, 11th Edition. (2007)
- Santrock J W. *Human Development*. Tata McGraw – Hill Publishing Co. Ltd., New Delhi, 3rd Edition. (2007)
- Foder, J. (1983). *The Modularity of Mind*. Cambridge: MIT Press

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Psychology
Industrial/Organizational Psychology
[Discipline Specific Course]

Semester: IV	Credits: 3	Subject Code: A42118	Lectures: 48
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Course Outcomes:

At the end of the course, the learner will be able to :

- Classify the nature of work in modern and diverse work world.
- Summarize various roles of i-o psychologist
- Classify various processes used in organizations
- Determine the reasons and process to motivate employees and enhance organizational commitment
- Integrate the approaches and recent trends of leadership and emotional intelligence
- Demonstrate the basic concepts of organizational development

Unit 1: Introduction to Industrial/Organizational Psychology	10
<ul style="list-style-type: none"> • Nature, roles and historical development of Industrial/ Organizational psychology. • Human Resource Planning and introduction to HR analytics • Job analysis and Personnel selection • Performance Appraisal (Nature, Methods and errors in Performance Appraisal) 	
Unit 2: Work Motivation and Job Commitment	10
<ul style="list-style-type: none"> • Work Motivation <ul style="list-style-type: none"> ○ Content Theories of Motivation ○ Process Theories of Motivation • Job Commitment <ul style="list-style-type: none"> ○ Meaning and types of organizational commitment ○ Correlates of organizational commitment 	
Unit 3: Leadership and Emotional Intelligence	10
<ul style="list-style-type: none"> • Approaches and contingency theories of leadership • Recent trends in leadership 	

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<ul style="list-style-type: none"> • Meaning and model of EI • Applications of EI to leadership 	
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Unit 4: Introduction to Organizational Development	10
<ul style="list-style-type: none"> • Organizational Development- Meaning and roles of OD consultant • Change management-Meaning, need for change in organization • Types of change and resistance to change • OD interventions- team building and conflict resolution 	

12 hours for Library work, practical or field work or research purposes

- Self Efficacy and Work Motivation
- Determinants of work motivation
- Recruitment processes
- Empowerment and participation programs by leaders

Recommended Text Books:

- Aswathapa, K. (2005). *Human Resource and Personnel Management*. Tata McGraw-Hill Education: United States of America.
- French, W.L. & Bell, C.H. (1999). 6th ed. *Organizational development: Behavioral science interventions for organization improvement*. N.D.: Prentice-Hall.
- Jex S (2006). *Organizational Psychology – A Scientist Practitioner Approach*, John Wiley and Sons. N.Y.
- Schultz D and Schultz E.S (2002) *.Psychology and Work Today*. 8th Ed. , Pearson Education Inc.
- Singh (2003), “*Emotional Intelligence at Work*,” Sage publications, California
- Robbins, S.P., Judge T.A., & Sanghi, A. (2009) *Organizational Behaviour* N.D. Pearson Prentice Hall.
- Quddus, A. & Abdulquddus, M. (2019). *Hr Analytics: A Modern Tool in HR for Predictive Decision Making*. Journal of Management. 6. 51-63. 10.34218/JOM.6.3.2019.007.
- Shivam, T. & Mamta, G. (2020). *HR analytics in Business: Role, Opportunities, and Challenges of Using It*. 12. 1299-1306. 10.37896/JXAT12.07/2441.

Reference Books:

- Arnold, et.al (1991) “*Work Psychology*,” Macmillan, New Delhi
- Kaila H.L. (2008) *.Psychology of Human Resource in the Indian Context*, The Associated Publishers, Delhi.
- Luthans F (2008) *.Organizational Behaviour*. 11th Ed., McGraw- Hill Companies Inc.

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