



Nagindas Khandwala College (Autonomous)

**Name of the Programme: Masters in Psychology (MA)
Programme Code: PMAPSY**

PROGRAMME OBJECTIVES:

PO-1: Develop a sound base of knowledge about the principles of psychology as they are applied to industrial and organizational settings.

PO-2: Develop competence in research methodology and statistical techniques to carry out independent research.

PROGRAMME OUTCOMES:

After completing three years of Masters in Psychology (Industrial) program, the learners will be:

PO-1: Employable in the Human Resources Department of Organizations.

PO- 2: Employable as a faculty to teach Psychology at the Undergraduate level.

PO-3: Able to understand and apply psychological principles to individual, social, and organizational issues.

PO-4: Able to write a scientific paper (research report, research proposal, literature review) that clearly communicates theories, hypotheses, research methods, and research findings.

PO -5: Able to pursue PhD in Psychology.

PO - 6: Able to work as an independent researcher or seek job as a Research Assistant



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Semester 1

1911PSYPO: Positive Psychology

Course Objectives:

1. To introduce the emerging field of Positive Psychology and the concepts of Positive Psychology.
2. To acquaint students with positive subjective states and processes and enable students to appreciate importance of human strengths and virtues.
3. To develop an understanding of the applications of Positive Psychology.

Course Outcomes:

CO1: Develop an appreciation of how positive psychology principles can be applied to real life settings and to understand the nature and scope of positive psychology (Level - Understand).

CO2: Understand how Positive emotions influences one's well-being and health resources (Level - Understand)

CO3: Learn the importance of resilience and how trauma helps to build resilience. (Level - Remember)

CO4: Assess happiness across life span, influence of gender and marriage in happiness (Level - Evaluate).

CO5: Compare the Interrelation of money, happiness, close relationships and culture (Level - Analyse)

CO6: Identify personal goals that influence self-concept and well-being (Level - Apply).

CO7: Identify virtues and character strengths such as self-regulation, self-control, positive traits, and mindfulness influences well-being (Level - Apply).

1912PPSYPP: Personality Psychology

Course Objectives:

1. To have a general, integrated and clear concept about personality.
2. To understand assessment personality traits.
3. To understand factors influencing personality.
4. To apply the theories of personality in different situations



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Course Outcomes:

CO1: Understand the theory, scope and application of personality psychology and dynamics of personality development (Level - Understand)

CO2: Learn how to measure of personality traits (Understand)

CO3: Identify genetic and cognitive factors in personality development (Level – Analyse)

CO4: Appraise sex differences and individual differences in personality (Level - Understand)

CO5: Analysis of self through personality measures (Level - Analyse)

CO6: Design the use of personality psychology in settings like school, education, work place and judiciary (Level - Create)

1913PPSYEP: Educational Psychology

Course Objectives:

1. To create awareness about the applications of psychology in educational settings.
2. To understand the needs of exceptional children.
3. To plan teacher-centered and student-centered lessons.
4. To develop conducive classrooms and effective assessment methods

Course Outcomes:

CO1: Understand the historical background, research and applications of psychology in educational settings (Level - Understand)

CO2: Estimate the influence of culture, socioeconomic status, gender, and multiculturalism in education (Level - Understand)

CO3: Appraise strategies to deal with children with childhood disorders and children with disabilities (Level - Create)

CO4: Assess cognitive processes in education (Level: Evaluate)

CO 5: Understand the 3 Rs in education (Level - Remember).

CO6: Plan, motivate, learn class control and use of technology in classroom settings (Level - Create)

CO7: Use of standardized tests, classroom assessment and grading in educational settings (Level - Apply)



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1914PPSYRM: Research Methods in Psychology

Course Objectives:

1. To impart general understanding of concepts in research methodology.
2. To impart knowledge about application of scientific procedures.
3. To learn how to formulate research questions, collecting and analyzing data.
4. To know about different experimental designs, types of research, and data collection methods.
5. To learn to write and communicate research study.

Course Outcomes:

CO1: Understand the basic concepts in research methodology

(Level - Remember)

CO2: Understand how's and why's in writing the literature review for a research article (Level - Remember)

CO3: Know about testing hypothesis, types of hypothesis and errors, validity and statistical significance (Level - Understand)

CO4: Learn about precision in measurement, tests, scales and inventories (Level - Apply)

CO5: Generate experimental designs and non-experimental designs and how to formulate a proper research design (Level - Create).

CO6: Review data collection and writing research article/study in APA format (Level - Apply)

1915PPSYPR: Practicals in Psychology – Experiments

Course Objectives:

1. To develop various skills of conducting experiments in psychology.
2. To acquaint the students with applications of experimental design.
3. To develop report writing based on APA format.

Course Outcomes:

CO1: Learn to self-design experiments in learning attention and memory processes (Level - Understand).

CO2: Prepare apparatus and materials for experiments using technology (Level - Create)

CO3: Compare appropriate statistical tools for analysis of data collected (Level - Analyse)

CO4: Gain an understanding about descriptive and inferential statistics (Level - Apply)



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CO5 Write results and discussion of data collected in APA format (Level - Evaluate)

CO6: Develop an ability of critical thinking including respect for scientific data and ethical values (Level - Apply)

Semester 2

1921PPSYAC: Applied Cognitive Psychology

Course Objectives:

1. To introduce students to the application of cognitive methods, theories and model.
2. Application of knowledge of Cognitive Psychology to real-world scenarios and everyday life.
3. Create awareness of the latest research and findings of Cognitive Psychologists.

Course Outcomes:

CO1: Learn the historical background and application of cognitive methods, theories and models in dealing with everyday life problems (Level - Remember)

CO2: Apply principles of perception and attention in driving and failure of perception in everyday life (Level - Apply)

CO3: Know how to apply principles of cognitive psychology to issues related to face identification (Level - Apply)

CO4: Know how to apply principles of cognitive psychology to issues related sound, hearing and auditory perception and decision making (Level - Understand)

CO5: Identify cognitive factors in memory and performance and use of technology to improve memory performance (Level - Analyse)

CO6: Estimate research on autobiographic memory, flashbulb memories, and eyewitness testimony in the legal system (Level - Understand)

CO7: Learn about the effect of drugs circadian rhythms, menstrual cycle on cognitive processes (Level - Understand)

CO8: Recognize the role of thinking and feeling in emotions and the role of music in emotion and cognition (Level - Understand)

CO9: Apply cognitive psychology in improving sporting performance (Level - Apply)



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1922PPSYPC: Psychological Capital

Course Objectives:

1. To be aware about the impact of positive psychology in revitalizing human growth.
2. To learn about the applications of concepts of positive psychology.
3. To create greater self-awareness and promote personal growth and development.

Course Outcomes:

CO1: Appreciate and understand the meaning and conceptual approaches of psychological capital in work place (Level - Understand)

CO2: Learn about psycap such as efficacy, hope, optimism, resiliency, potential psycap and use it for being a good manager and employee and enhance collective efficacy in workplace (Level - Apply)

CO3: Employ affective, emotional and social positive capacities for improving performance (Level - Apply)

CO4: Estimate psycap using psycap measures and developing psycap scales (Level - Create)

1923PPSYCP: Child Psychology

Course Objectives:

1. Create awareness of the scientific study of children's behavior and development.
2. To gain objective knowledge base that can provide insight into both the nature of childhood generally as well as the distinctive characteristics of individual children.

Course Outcomes:

CO1: Describe the scientific study of children's behaviour and development (Level - Understand)

CO2: Identify genetic factors influencing child development (Level - Remember)

CO3: Learn about forming relationships with families, peers and childhood disorders (Level - Understand)

CO4: Analyse the emotional, cognitive and language development in children (Level - Understand)

CO5: Understand how children process information (Level Understand)



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1924PPSYSP: Statistics in Psychology

Course Objectives:

1. To acquaint the students and make them understand the different statistical methods with their uses and interpretations.
2. To develop computational skills in students
3. To enable them to analyze the data of practical and project work.

Course Outcomes:

CO1: Gain knowledge of descriptive statistics and probability (Level - Remember)

CO2: Compare the concept and meaning of correlation and regression (Level - Apply)

CO3: Understand the concept and meaning of inferential statistics for hypothesis testing (Level - Understand)

CO4: Review Non-parametric statistics (Level - Apply)

CO5: Evaluate different types of statistical software such as SPSS, Excel and R used in data analysis (Level - Create)

1925PPSYPR: Practicals in Psychology - Testing and Psychometrics

Course Objectives:

1. To acquaint the students with the administration of psychological tests and interpretation of scores.
2. To acquaint the students with characteristics of a good psychological scale.
3. To develop report writing based on APA format.

Course Outcomes:

CO1: Develop an understanding of the basic principles of psychological assessment and its various phases (Level - Understand)

CO2: Develop knowledge about the steps in test construction and test standardization (Level - Remember)

CO3: Acquaint themselves about the choice of reliable and valid psychological scale to be used for a research study (Level - Analyse)

CO4: Learn the importance of administering, scoring and interpreting a psychological scale (Level - Apply)

CO5: Appreciate the concepts of norms, reliability, and validity for a robust psychological scale (Level - Understand)



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CO6: Create a reliable and valid psychological scale (Level - Create)

Semester 3

1931PPSYIP: Industrial Psychology

Course Objectives:

1. To impart knowledge and understanding of the basic concepts in and various facets of Industrial and Organizational Psychology.
2. To create awareness about the role and importance of psychological factors and processes in the world of work.
3. To create a foundation for higher education and a professional career in Industrial Psychology and Organizational Behavior

Course Outcomes:

CO1: Analyse the existing jobs and design suitable jobs to provide certain amount of challenge and job satisfaction (level - Analyse)

CO2: Undertake behavioural research projects in the organizations (Level - Create)

CO3: Design suitable test procedures to test special abilities and personality traits of the different candidates (Level - Create)

CO4: Provide inputs to organizations regarding the psychological and behaviour factors affecting the processes of employee selection, training and evaluation (Level - Understand)

CO5: Understand the different techniques of performance appraisal and design of appraisal system (Level - Understand)

CO6: Understand and design of selection process-based assessment of manpower requirement (Level - Create)

1932PPSYOB: Organizational Behaviour

Course Objectives:

1. To understand the concepts, nature and principles of Organizational Behavior.
2. To introduce applied behavioral science principles and practices into the ongoing organization towards the goal of improving organizational effectiveness.
3. To develop the skills to become an Organizational Behavior Practitioner.

Course Outcomes:

CO1: Relate the different aspects of the human behaviour to the individual, group & organizational perspectives of the workplace (Level - Understand)



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CO2: Respect how individuals, groups and organizations act in order to expand the options of approaches (Level - Understand)

CO3: Develop an ability to work in groups and communicate effectively (Level - Apply)

CO4: Understand, analyse and suggest measures to resolve the real-life conflicts (Level - Evaluate)

1933PPSYHR: Human Resource Management

Course Objectives:

1. To acquaint the students with the concept and function of human resource management.
2. To learn the various human resource systems and program in an organization to achieve higher productivity.
3. To acquaint the students with knowledge of career planning and development, occupational safety, health and wellbeing and union management relationship.

Course Outcomes:

CO1: Analyse the role of human resources in supporting organizational strategy (Level - Analyse)

CO2: Develop cross-cultural competence and apply diverse frames of reference to decisions and actions (Level - Create)

CO3: Create systems that develops harmonious labour-management relations (Level - Create)

CO4: Incorporate ethical considerations into all human resource activities (Level - Understand)

CO5: Evaluate different factors of financial compensation in developing a suitable compensation package (Level - Analyse)

1934PPSYCB: Consumer Behaviour

Course Objectives:

1. To provide a simple exposition of the principles of psychology in their relation to Consumer Behavior.
2. To enable students to develop critical sensitivities and applying the same for understanding behavior of consumers.

Course Outcomes:

CO1: Identify the major influences on consumer behaviour (Level - Understand)



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CO2: Establish the relevance of consumer behaviour theories and concepts to marketing decisions (Level - Apply)

CO3: Examine the consumer decision-making process (Level - Apply)

CO4: Describe the target market and determine the positioning strategy according to consumer characteristics and behaviour (Level - Understand)

1935PPSYFD: Field Work and Dissertation

Course Objectives:

1. To gain first-hand experience through visits and field work in organizations.
2. To acquaint students & develop the skills to analyze behavioral issues in organizations.
3. To carry out research studies and prepare them for doctoral studies

Course Outcomes:

CO1: Test the level of practical knowledge and preparedness to work in organizations (Level - Analyse)

CO2: Carry out independent research through proper literature review, use of appropriate research methodology, data collection, analysis and interpretation of data (Level - Create)

Semester 4

1941PPSYHD: Human Resource Development

Course Objectives:

1. To acquaint the students with the Need, Purpose and Role of human resource development in organizations.
2. To blend theories and concepts with a practical approach that future HRD practitioners need to know.
3. To acquaint the students about E-learning and Use of Technology Enabled learning.

Course Outcomes:

CO1: Demonstrate an understanding and perspective of Human (Level – Understand)

CO2: Resource Development as a discipline that appreciates learning (Level - Understand)

CO3: Develop skills of creating a detailed plan for need and implementation of HRD program in the organization (Level - Apply)

CO4: Understand contemporary realities of HRD and its interface with technology (Level - Understand)



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1942PPSYOD: Organizational Development

Course Objectives:

1. To acquaint the student with nature, foundations and overview of organization development.
2. To understand the values, assumptions and beliefs in organization development.
3. To help students understand the process and intervention in organization development.

Course Outcomes:

CO1: Understand the need and philosophy of organization change and development in the changing times (Level - Understand)

CO2: Describe how organizational diagnosis is carried out, design and evaluate different types and levels of interventions (Level - Understand)

CO3: Explore the role of OD in addressing issues relating to globalization and research challenges in OD (Level - Understand)

1943PPSYCP: Cultural Psychology

Course Objectives:

1. To expand and build the cultural sensitivity of psychological processes in organizational
2. Behavior.
3. To enable students to take develop cultural reflective competencies.

Course Outcomes:

CO1: Demonstrate a sound understanding of how culture influences cognition, emotion and social behaviour (Level - Understand)

CO2: Appreciate gender and personality differences across cultures (Level - Analyse)

CO3: Demonstrate sensitivity to diversity in the workplace. (Level - Apply)

1944PPSYWR: Workplace Relationships

Course Objectives:

1. To develop an understanding of relationships in organizations.
2. To examine the role of workplace relationships as information-sharing, resource-distributing, decision making, and support systems.

Course Outcomes:



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CO1: Demonstrate high levels of awareness and sensitivity to the nature and functions of different relationships in the workplace (Level - Understand).

CO2: Apply learning from the course to develop effective relationships in the workplace (Level - Apply)

1945PPSYFD: Field Work and Dissertation

Course Objectives:

4. To gain first-hand experience through visits and field work in organizations.
5. To acquaint students & develop the skills to analyze behavioral issues in organizations.
6. To carry out research studies and prepare them for doctoral studies

Course Outcomes:

CO1: Test the level of practical knowledge and preparedness to work in organizations (Level - Analyse)

CO2: Carry out independent research through proper literature review, use of appropriate research methodology, data collection, analysis and interpretation of data (Level - Create)



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PO CO Mapping Matrix - 2020-21

Semester	Subject	Course Code	PO1	PO2	PO3	PO4	PO5	PO6
Semester 1	Positive Psychology	1911PSYPO	*	*	*		*	
	Personality Psychology	1912PPSYPP	*	*	*		*	
	Educational Psychology	1913PPSYEP		*	*		*	
	Research Methods in Psychology	1914PPSYRM	*	*	*	*	*	*
	Practical in Psychology - Experiments	1915PPSYPR	*	*	*	*	*	*
Semester 2	Applied Cognitive Psychology	1921PPSYAC		*	*		*	
	Psychological Capital	1922PPSYPC	*	*	*		*	
	Child Psychology	1923PPSYCP		*	*		*	
	Statistics in Psychology	1924PPSYSP	*	*	*	*	*	*
	Practicals in Psychology – Testing and Psychometrics	1925PPSYPR	*	*	*	*	*	*
Semester 3	Industrial Psychology	1931PPSYIP	*	*	*		*	*
	Organizational Behaviour	1932PPSYOB	*	*	*		*	*
	Human Resource Management	1933PPSYHR	*	*	*		*	*
	Consumer Behaviour	1934PPSYCB	*	*	*		*	*
	Field work and Dissertation	1935PPSYFD	*	*	*	*	*	*



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Semester 4	Human Resource Development	1941PPSYHD	*	*	*		*	*
	Organizational Development	1942PPSYOD	*	*	*		*	*
	Cultural Psychology	1943PPSYCP	*	*	*		*	*
	Workplace Relationships	1944PPSYWR	*	*	*		*	*
	Fieldwork and Dissertation	1945PPSYFD	*	*	*	*	*	*
	Autonomy credits							
Semester 1 & 2	Coursera		*					
Semester 3 & 4	Workshops attended		*					
	Short term course							