

DEPARTMENT OF PSYCHOLOGY

Category I

B.A. (Hons.) Psychology Courses for Undergraduate Programme of study with Psychology as a Single Core Discipline

(B.A. Honours in Psychology in three years)

DISCIPLINE SPECIFIC CORE COURSE DSC 16 HUMAN RESOURCE MANAGEMENT: THEORY AND PRACTICE

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course title & Code	Credits	Credit distribution of the course			Eligibility criteria	Pre-requisite of the course (if any)
		Lecture	Tutorial	Practical/ Practice		
DSC- 16: HUMAN RESOURCE MANAGEMENT: THEORY AND PRACTICE	4	3	0	1	Class 12th Pass	Nil

Learning Objectives

- To recognize and appreciate the salient role played by Human Resource Management (HRM) in managing organizations.
- To familiarize students with key concepts, policies, and practices relevant to managing human resources in organizations.
- To orient students to the basics of International HRM.
- To develop an analytical and strategic orientation to addressing HRM issues through course readings, discussions, case studies, and in-class exercises.

Learning Outcomes

By studying this course the student will be able to:

- Understand key concepts, principles, and practices of HRM.
- Develop the basic ability to assist HR departments in fulfilling human resource functions, particularly related to recruitment, selection, performance appraisal, and training
- Critically examine organizational policies and practices in the context of new realities of the workforce.

SYLLABUS OF DSC-16

UNIT - I (12 Hours)

Introduction to Human Resource Management (HRM)- HRM and HRD, Strategic and Traditional HRM; HRM Challenges; Overview of International HRM.

UNIT - II (21 Hours)

Staffing and Maintaining High Performance- Recruitment (sources of recruitment) and Selection - Process and Methods (resume, interviews, testing).
Performance Appraisal – Performance Management Systems, Methods.

UNIT - III (12 Hours)

Training Process- Identification of training needs- - Training Need Analysis (TNA);
Techniques of Training, Overview of Training Evaluation.

Practical component (30 Hours)

Suggestive Practicals:

- Identification of research gaps in the field
- Gathering and measuring information
- Evaluate outcomes and work out recommendations for HR managers

Following is the list of illustrative topics on which practicum may be designed :

- Challenges faced by HRM managers (work from home, sexual harassment, downsizing, etc.)
- International HRM
- Recruitment
- Selection
- Performance Appraisal
- Training

Tutorial Component: Nil

Essential/ Recommended Readings

Aamodt, M. G. (2022). *Industrial/organizational psychology: An applied approach*. Cengage Learning.

Deb, T. (2009). *Managing human resource and industrial relations*. Excel Books India.

De Cenzo, D. A., Robbins, S. P., & Verhulst, S. L. (2016). *Fundamentals of human resource management*. John Wiley & Sons.

Dessler, G., & Varkkey, B. (2011). *Human resource management* (12th ed.). New Delhi, India: Pearson Education.

Jex, S.M. & Britt, T.W. (2014). *Organizational psychology: A scientist-practitioner approach* (3rd ed.). New York: Wiley.

Tarique, I., Briscoe, D. R., & Schuler, R. S. (2015). *International human resource management: policies and practices for multinational enterprises*. Routledge.

Suggestive Readings

Ahuja, K. K. (2021). (In) Sincerely Yours: Ingratiation tactics in job cover letters on selection. *Indian Journal of Industrial Relations*, 57(1), 86-98.

Banfield, P., & Kay, R. (2011). *Introduction to human resource management* (2nd ed.). New Delhi: Oxford University Press.

Bhatnagar, J. & Budhwar, J. (2009). *The changing face of people management in India*. London: Routledge.

Chadha, N.K. (2005). *Human resource management: Issues, case studies and experiential exercises*. (3rd edn.) .New Delhi: Sai Printographers.

Smither, R. D. (1988). *The psychology of work and human performance*. NY: Harper & Row

Vrontis, D., Christofi, M., Pereira, V., Tarba, S., Makrides, A., & Trichina, E. (2022). Artificial intelligence, robotics, advanced technologies and human resource management: A systematic review. *The International Journal of Human Resource Management*, 33(6), 1237-1266.

Note: Examination scheme and mode shall be as prescribed by the Examination Branch, University of Delhi, from time to time.

DISCIPLINE SPECIFIC CORE COURSE – 17: COUNSELLING PSYCHOLOGY

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course Title & Code	Credits	Credit Distribution of the Course			Eligibility Criteria	Pre-requisite of the Course (if any)
		Lecture	Tutorial	Practical/ Practice		
DSC- 17: COUNSELLING PSYCHOLOGY	4	3	0	1	Class 12th Pass	Nil

Learning Objectives

- To develop an understanding of basic concepts, processes, and techniques of Counselling.
- Having a comprehensive understanding of the profession of counselling, particularly in the Indian context.

Learning Outcomes

By studying this course the student will be able to:

- Define counselling and its goals.
- Acquiring basic counselling skills of problem identification, and relationship building (e.g. empathy, listening, paraphrasing, unconditional positive regard).
- Developing qualities of an effective counsellor including increasing self-awareness, reflexivity, self-monitoring and objectivity.
- Helping clients having mild concerns in life; for instance acting as peer counsellors in the college/community.

SYLLABUS OF DSC-17

UNIT - I

(9 Hours)

Introduction-Nature and Goals; Ethics in counseling; Characteristics of a Professional Counselor; Status and Practice of Counselling Psychology in India.

UNIT - II

(12 Hours)

Therapeutic Process- Building Therapeutic Relationships; Working in a Therapeutic Relationship; Termination.

UNIT - III

(24 Hours)

A. Techniques of Counseling- Psychoanalytic Techniques (Freud); Behaviour Therapy; Person-centered Therapy; Cognitive Therapy.

B. Applications: Family Counselling; Crisis Intervention: Suicide, Grief, and Sexual Abuse

Practical Component:

(30 Hours)

Suggestive Practicals

- Need for Counselling among college students/ children/ adolescents using any standardized test.
- To study the self-efficacy of counsellors using any scale for better understanding of
- personality characteristics of a professional counsellor.
- Information-oriented first interview (Cormier & Hackney, 2008).
- Practical based on any three micro skills (Pre-post design).
- Construction of a Genogram.
- Aptitude & Interest Assessment in Career Counselling.

Tutorial Component: Nil

Essential/ Recommended Readings

- Corey, G. (2017). *Theory and practice of counseling And psychotherapy* (10th ed.). New Delhi: Cengage Learning.
- Gladding, S. T. (2012). *Counseling: A comprehensive profession*. (7th ed.) . New Delhi. Pearson.
- Nystul, M.S. (2016). *Introduction to counselling: An art and science perspective* (5th ed.). New Delhi: Sage.
- Rao, K. (2010). Psychological interventions: From theory to practice. In G. Misra (Ed.): *Psychology in India. Volume 3: Clinical and health psychology*. New Delhi. ICSSR/ Pearson.
- Seligman, L. & Reichenberg, L.W. (2010). *Theories of counseling and psychotherapy: Systems, strategies, and skills* (3rd ed.). New Delhi: Pearson.
- Seth, S., Bhatia, H. & Chadha, N.K. (2018). *Counselling skills: Knowing self and others*. Delhi: The Readers Paradise.
- Sharf, R. S. (2012). *Theories of psychotherapy & counselling: Concepts and Cases* (5th ed.). Boston: Brooks/ Cole Cengage Learning.

Suggestive Readings

- Belkin, G. S. (1998). *Introduction to counseling* (3rd ed.). Iowa: W. C. Brown.
- Capuzzi, D. & Gross, D. R. (2007). *Counseling and psychotherapy: Theories and interventions* (4th Ed.) New Delhi: Pearson.

- Gibson, Robert, L. Mitchell, Marianne, H. (2015). *Introduction to counseling and guidance* (7th Ed.). New York: Pearson.
- James, R. K. (2008). *Crisis intervention strategies* (6th ed.). Australia. Thomson Brooks/Cole.
- Hillman, J.L (2002). *Crisis intervention and trauma: New approaches to evidence-based practice*. New York: Kluwer Academic/Plenum Publishers.
- S.N. & Sahajpal, P. (2013). *Counselling and guidance*. New Delhi: Tata McGraw H

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DISCIPLINE SPECIFIC CORE COURSE – 18 HEALTH PSYCHOLOGY

CREDIT DISTRIBUTION, ELIGIBILITY AND PRE-REQUISITES OF THE COURSE

Course Title & Code	Credits	Credit Distribution of the Course			Eligibility Criteria	Pre-requisite of the Course (if any)
		Lecture	Tutorial	Practical/ Practice		
DSC- 18: HEALTH PSYCHOLOGY	4	3	0	1	Class 12th Pass	Nil

Learning Objectives

- Understanding Health Psychology and its theoretical perspectives.
- Identifying the characteristics of health behaviours.
- Promoting health enhancing behaviours by using exercise, nutrition and emotional regulation.
- Developing an understanding of interlinkages between culture, health and healing systems.

Learning Outcomes

By studying this course the student will be able to:

- Understand the core concepts of Health Psychology
- Apply of Health Psychology theories and concepts (e.g. health behaviour) in everyday life.
- Analyse the role of Ayurveda, Folk healing and Homeopathy in the creation of health.
- Evaluate the efficacy of various health promotion strategies including nutrition, exercise and emotional management.
- Create inter-linkages between culture and health
- Develop readiness to pursue a specialised degree in Health psychology.

SYLLABUS OF DSC-18

UNIT - I

(12 Hours)

Introduction to Health Psychology- Nature, Goals of Health Psychology, Relationship Between Health and Psychology, Models (Bio-medical Model, Bio-Psychosocial Model of Health, Indian Model of Health).

UNIT - II

(12 Hours)

Behaviour and Health- Characteristics of Health Behaviour; Barriers to Health Behaviour; Theories of Health Behaviour (Health – Belief Model, Theory of Planned Behaviour, Stages of

Change Model).

UNIT - III (12 Hours)
Culture, Health and Healing- Cultural Construction of Health, Ayurveda, Folk Healing, Homeopathy.

UNIT – IV (9 Hours)
Health Promotion and Management- Exercise, Nutrition and Emotional Regulation.

Practical Component: (30 Hours)

Suggestive Practicals:

- Analysis of films and other media sources highlighting health issues.
- Analyzing health based policies of India e.g National Health Policy.
- Using the case study approach to understand relevant health issues.
- Questionnaire based survey on health concerns.
- Practicals based on relevant standardized psychological tests pertaining to health.
- Correlational studies of health based variables.
- Health based interventions of brief duration.

Tutorial Component: Nil

Essential/Recommended Readings

Allen, F. (2011). *Health psychology and behaviour*. Delhi: Tata McGraw Hill.

Dalal, A.K. (2016). *Cultural psychology of health in India*. Delhi: Sage.

Donelli, D. and Antonelli, M (2021) Homeopathy and Psychological Therapies. *Encyclopaedia* 2021, 1(1), 57-64; <https://doi.org/10.3390/encyclopedia1010008>.

Sarafino, E.P., & Smith, T.W. (2016). *Health psychology: Bio- psychosocial interactions* (9thedn.). New York: Wiley.

Scrimshaw, S., & Lane, S. D. (2018). Culture, behavior, and health. In *Global health: Diseases, programs, systems and policies* (4th ed.). Jones & Bartlett.

Song, Y., Lu, H., Hu, S., Xu, M., Li, X., & Liu, J. (2015). Regulating emotion to improve physical health through the amygdala. *Social Cognitive and Affective Neuroscience*, 10 (4), 523-530.

Taylor, S.E. (2017). *Health psychology* (10th ed.). Delhi: Tata McGraw Hill.

Arora, M.K. and Sran, S.K.(2017). *Psychology of health and well being*. New Delhi: Book Age Publications.

Hariharan, M. (2020). *Health psychology: Theory practice and research*. New Delhi: SAGE Publications Incorporated.

Khosla, M.(Ed.) (2022). *Understanding the psychology of health and well-being*. New Delhi: SAGE Texts.

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