

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**  
**Semester- III- In force from June 2011**

**HISTORY OF PSYCHOLOGY -1 ( PSY 501 )**

**Objectives :**

- ( i ) To familiarizing with concepts of History of Psychology
- ( i i ) To Enhance the knowledge and the understanding of the students regarding development of Psychology

**Unit- I - 1. Introduction**

- I ( a ) System in Psychology : Meaning and types
  - ( b ) Evaluation of systems of Psychology
  - ( c ) Some basic issues in Psychology
- II Psychology in India during Ancient pride
  - ( a ) Titchener's structural Psychology
  - ( b ) Criticisms of structuralism
- III Functionalism
  - ( a ) Functionalism as a system
  - ( b ) Criticisms of Functionalism
  - ( c ) Distinction between structuralism and Functionalism

**Unit- II - Modern Associationism**

- ( a ) Ivan Ptrovich Pavlov
- ( b ) Edward Lee Thorndike : The Psychology of connectionism

**Unit- III - Behaviorism**

- I Watsonian Behaviorism as a system
  - ( a ) Secondary features of Watsonian Behaviorism
  - ( b ) Criticisms of Watson's Behaviorism
- II Later Behaviorism
  - ( a ) Distinction between early behaviorism and later behaviorism
  - ( b ) Edvin R. Guthrie
  - ( c ) Clark L. Hull
  - ( d ) B.F. Skinner
  - ( e ) E.C. Tolman

## **Unit - IV - Gestalt Psychology**

### **I Foundation of Gestalt Psychology**

- (i) Max Wartheimer
- (ii) Wolfgang Kohler
- (iii) Kurt Kofka

### **II Basic Experimental contribution of Gestalt psychology**

- (i) Perception
- (ii) Learning

### **III Criticisms of Gestalt Psychology**

### **IV Field Theory**

- (i) Kurt Lewin's Field Theory
- (ii) Lewin 's Contribution

### **Basic Books :**

- ( 1 ) Arunkumar Sinh and Ashishkumar Sinh ( 2009 ) History and system of Psychology .  
Delhi Motilal Banarashidas

### **Reference Books :**

- i. Wolman, B.B. 1995, Contemporary Theories and System in Psychology New Delhi Freedman book.
- ii. Brennan , j.4 2004 History and System of Psychology sixth Edition Delhi person Education
- iii. Marx , M.H. 1964 Theory in Contemporary Psychology New York
- iv. Tivari and Rani 2001 History and System of Psychology, Hindi Granth Academy M.P. Bhopal ( In Hindi )

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- III**

**PSYCHOLOGICAL TESTING - PART I (PSY502)**

Objectives :

Aims and Objectives of teaching this paper is to enhance the knowledge and understanding of the students regarding the recent developments in the field of Psychological Testing, which is a fast growing and developing area globally. The students who learn this paper will be well equipped in the various areas of psychological testing which will be helpful to them professionally.

**UNIT -1**

- Nature and use of psychological tests
  - Definition of a test
  - Types of tests
  - Uses of testing
  - Who may obtain tests
- Standardized procedures in test administration
  - Procedures of test administration
  - Influence of examiner
  - Background and motivation of examinee
- The Origins of psychological testing

**UNIT II**

- Norms & Test Standardization
  - Essential Statistical concepts
  - Raw Score Transformation
  - Selecting a norm group
- Reliability
  - Correlation coefficient as a reliability coefficient
  - Reliability as temporal stability
  - Reliability as internal consistency
  - Reliability and the standard error of measurement
- Validity
  - Definition
  - Content validity
  - Criterion related validity
  - Construct validity
  - Approaches to construct validity
- Test development or test construction
  - Defining the test
  - Selecting a scaling method
  - Representative scaling methods
  - Constructing the items
  - Testing the items
  - Revising the test Publishing the test

## UNIT - III

### Measurement of Intelligence

#### Definitions of intelligence

#### Individual Tests

- The Wechsler Intelligence Scales
  - Origins - General features
  - WAIS - III, WISC - IV, WPPSI - III
- Early Binet scales (1905, 1908)
  - Terman's Stanford - Binet Intelligence scale (1916, 1937, 1960)
  - The Modern Binet Scale (1986, 2003)
- Kaufman Brief Intelligence Test (K- BIT) Group Testing
- Intelligence
  - Origins - Difference- Advantages & disadvantages of group tests
  - Multidimensional Aptitude Battery
  - Shipley Institute of living Scale
  - Multilevel Battery : The Cognitive Abilities Test
  - Culture Fair Intelligence Test
  - Raven's Progressive Matrices

## UNIT IV

### Testing Special Populations

- Non-Language Tests
  - Leiter International Performance Scale
  - Human Figure Drawing Tests
  - Hiskey - Nebraska Test of learning aptitude
  - Tests of Non-verbal Intelligence - 3
- Non-Reading & Motor Reduced Tests
  - Testing persons with visual impairments
  - Testing individuals who are deaf
  - Testing the mentally retarded
- Aptitude
  - Multiple Aptitude Test Batteries
    - Differential Aptitude Test
    - General Aptitude Test Battery
    - Armed Services Vocational Aptitude Battery
  - College level
    - Scholastic Assessment tests
    - American College Test
  - Post Graduate Level
    - Graduate Record Exam
    - Medical College Admission Test
    - Law School Admission Test

### Recommended Books Basic Book

Gregory R J (2004), "Psychological Testing : History, Principles & Applications", Fourth edition Pearson Education, Indian Reprint, New Delhi

### **Reference Books**

Kaplan R.M & Saccuzzo D.P (2007), "Psychological testing : Principles Applications & Issues", Thomson- Wadsworth, Sixth edition, Indian Reprint

Anatasi Anne & Urbina Susana (2003), "Psychological testing", Pearson Education, seventh edition, Indian Reprint, New Delhi

- Aiken L.R & Marhat- Groth G (2009), "Psychological Testing & Assessment", Pearson Education, Twelfth edition, Indian Reprint, New Delhi

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- III**

**POSITIVE PSYCHOLOGY : (PSY 503)**

**Objectives :**

1. To provide information about subject matter of positive Psychology
2. To provide conceptual aspects of positive psychology

**Unit - I Introduction :**

1. What is positive psychology ?
  - Positive psychology : Assumptions, Goals and Definition
2. Relationship
  - Health Psychology
  - Clinical Psychology
  - Development Psychology

**Unit - II Happiness and Wellbeing**

3. What is Happiness
  - a. Hedonic Happiness
  - b. Eudemonic Happiness
4. Wellbeing
  - The Hedonic Basis of Happiness
  - Measuring subjective Wellbeing
  - Definition and Causes of Happiness and Wellbeing

**Unit- III Happiness and the fact of life**

5. Happiness across the life span
  - Gender and Happiness
  - Positive moods and Behavior
6. Marriage and Happiness
  - Benefit of marriage
  - Selection effects

**Unit- IV Happiness and culture**

7. The meaning of Happiness
  - Relative or universal
8. Culture and wellbeing
  - The American - Individualistic style of Happiness
  - The Asian - Collectivist style of Happiness

**Basic Books :**

- Baumgardner, S.R. and Crothers M.K. ( 2009 ) Positive Psychology , Pearson New Delhi.

**Reference Books :**

1. Seligman M.E.P. and Csikszentmihalyi ( 2009 ), Positive Psychology : An introduction, American Psychologist.
2. Argyle m. ( 2000 ) The psychology of Happiness ( 2<sup>nd</sup> Edition ) Great Britain Routledge .

3. Myers, D.G. ( 1992 ) The pursuit of happiness . New York : Avon Books.
4. Diener, E and Suh, E, M. ( Eds.) ( 2000) culture and subjective well - being. Cambridge : MIT Press .

**Web Resource :**

1. www. positive psychology, org
2. [www.apa.org](http://www.apa.org).
3. [www.authentic happiness.sas.upenn.edu](http://www.authentic happiness.sas.upenn.edu)
4. [www.psych.uiuc.edu/~ediener](http://www.psych.uiuc.edu/~ediener)
5. [www.psych.edu/~ediener](http://www.psych.edu/~ediener)

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**  
**Semester- III**

**STATISTICAL INFERENCE - I (PSY504 )**

**Objectives :**

- (i) To familiarizing with concept of statistical inference
- (ii) To Enhance the knowledge and understanding of students regarding various methods of statistical analysis (iii )To develop the skills of calculation and inference of results

**Unit - I Regression and Prediction Unit - II Special Correlation methods**

- (i) Biserial 'r'
- (ii) Point biserial 'r'
- (iii) Tetrachoric correlation
- (iv) Phi - Coefficient

**Unit - III Analysis of Variance**

- (i) Equal cell frequencies
- (ii) Unequal cell frequencies

**Unit - IV Non parametric statistics**

- (i) Median Test
- (ii) Extension of Median Test
- (iii) Mann - Whiteny Test
- (iv) Kolmogorov - Smirnov Two Sample test

**Books:**

- ( i ) Broota , K.D (1989) Experimental Design in Behavioral Research , Bombay, Wiley Estern Ltd.
- ( i i ) Guildford, J.P. ( 1954 ) Fundamental statistical in Psychology and Education New York , Mc Graw Hill Book compny ( i i i ) Peatman Introduction to Applied Statistics , New York Harper and Raw. ( i v ) Siegal, S. and Castellan N.J. 1988. Non- Prametric Statistic for the Behaviour Science Second Edition, New York McGraw Hill Book Co.



**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**  
**Semester- III**

**HUMAN RESOURCE DEVELOPMENT (PSY505EA)**

**Main Objective:**

The course aims of familiarizing with concepts of The Context of Human Resource Development, Developing an HRD Strategy, Identifying HRD Needs, HRD in Small and Medium Sized Enterprises The scheme of question paper :

1. The paper consist of four units
2. Each unit should be given equal weightage in examination.
3. Total Marks : 70

**Unit : I : The Context of Human Resource Development**

- Globalization
- The implications of globalization for HRD
- National HRD and vocational education and training
- The implication of national HRD for HRD practioners

**Unit: II: Developing an HRD Strategy**

- Factors influencing strategic human resource development
- Development an HRD strategy
- Implications for practice of strategic approach to human resource development

**Unit: III: Identifying HRD Needs**

- The purpose of training needs analysis (TNA)
- Organization level training needs analysis
- Development-level or operational level training needs analysis
- Individual level training needs analysis
- The requirements for an effective training needs analysis

#### **Unit: IV : HRD in Small and Medium Sized Enterprises**

- Small and Medium sized enterprises
- Human resource development in small and medium sized enterprise
- Formal HRD provision
- Informal leaving in small and medium sized enterprises

#### **Basic Book**

- David Markin (2009) "Human Resource Development", Reprinted- 2009, Indian Edition, Oxford University Press, Great Clarendon Streetm Oxford ox16dp

#### **Reference Book**

- Randy Deimone, John Werner and David Harris, "Human Recource Development", 3<sup>rd</sup> Edition, Thomson South-Western Publication
- Udai Pareekh & T.V.Rao, "Designing and Managing Human Resource System", Oxford Publication, Oxford & IBH Publication, 3<sup>rd</sup> Edition.
- P.P. Arya and B.B. Tandon, "Human Resource Development", 3<sup>rd</sup> Edition, Deep & Deep Publication, New Delhi.

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- III**

**FUNDAMENTAL CONCEPTS OF CLINICAL PSYCHOLOGY (PSY 505EB)**

**Objectives :**

Aims. and Objectives of teaching this paper is to enhance the knowledge and understanding of the students regarding the recent developments in the field of Clinical Psychology, which is a fast growing and developing area globally. In case, the students want to practice as a Clinical Psychologist in a hospital or work with other professionals of Mental Health team, he can be equipped with these basics.

**Unit 1**

**Definition and History**

- Definition - Characteristics - Activities and work settings - Distinguishing clinical psychology from related professions.
- History and recent developments - Roots - Between the war and the post-war explosion
- Psychological models in Clinical Psychology
  - Value of models - some cautions about models - psychoanalytical model - Interpersonal model - Humanistic model - Behavioral model — Cognitive model

**Unit 11**

- Assessment in Clinical Psychology
  - Goals of clinical assessment - planning the assessment - data collection - processing assessment data - communicating assessment findings
- Interview in Clinical Psychology
  - Stages in interview - communication in interview - interviewing children
- Observation in Clinical Psychology
  - Approaches to observation - reliability and validity of observed data

**Unit 111**

- Intellectual assessments
  - Definition - theories - measurement
- Educational assessment
  - Tests of aptitude - achievement - learning disabilities

**Unit IV**

- Personality assessment
  - Projective methods - Rorschach Inkblot - TAT - Projective drawings
  - Objective methods - MMPI - Neo-Personality Inventory
- Behavioral assessment
  - Defining features of Behavioral assessment - Functional analysis - Behavioral assessment methods

## **References**

### **Basic Books**

- Nietzel M. T., Bernstein D. A., Milich R., "Introduction to Clinical Psychology", 4<sup>th</sup> Edition, Prentice Hall Publications, USA.
- Hecker J. E. and Thorpe G. L. (2005), "Introduction to Clinical Psychology: Science, practice and Ethics", Pearson Education Inc.(Indian Edition)

### **Reference Books**

- Liddell A (1983), "The practice of Clinical Psychology in Great Britain", John Wiley & Sons, Great Britain.

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- III**

**PSYCHOLOGICAL TESTING ( PRACTICAL) ANY SIX (PSYPR506)**

**Objectives :**

- (i) To familiarizing with concept of Psychological Testing
- (ii) To develop the skill of Administrating Psychological Tests
- (iii) To develop the skill of Test results.

- 1. Kohas Block Design Test
- 2. Bhatia Test of Intelligence
- 3. Finger Dexterity Test
- 4. Maudsley Personality Inventory
- 5. M M P I
- 6. Vocational Interest Inventory
- 7. Self Concept Questionnaire
- 8. High School Adjustment Inventory

**Basic Books :**

- 1. Anastasi, Anne and Urbina, Susana ( 2004 ) Psychological Testing Seventh Edition New Delli Pearson Education

**Reference Books :**

- 1. Aiken , L.R. and Marnat, Gary Groth ( 2009 ) Psychological Testing and Assessment Twelfth Edition New Delhi Person.

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- IV**

**In force from June 2011**

**HISTORY OF PSYCHOLOGY II- ( PSY507)**

**Objectives :**

- (i) To familiarizing with concepts of History of Psychology
- (ii) To Enhance the knowledge and the understanding of the students regarding development of Psychology

**Unit- I- Psychoanalysis**

1. Contribution of Freudian Psychoanalysis Criticisms of Freudian Psychoanalysis
2. Rebls of Freud
  - (i) Contribution of Adler's Individual Psychology  
Criticism of Adler's Individual Psychology
  - (ii) Analytical Psychology of Carl Jung  
Contributions of Jung's Analytical Psychology  
Criticisms of Jung's Contribution

**Unit- II -Neo - Freudianism**

1. Contributions of Anna Freud
  2. Contributions of Karen Horney
  3. Contribution of Erich Fromm
  4. Contribution of Harr Stack Sullivan
  5. Contribution of Erik Erikson
- Distinction between Freudian and Neo – Freudian

**Unit- III - Humanistic Psychology 317**

1. Major Features of Humanistic Psychology  
The Contribution of Rogers  
Contribution of Malsow
2. Existential Psychology
  - ( i ) Basic tents of Existential Psychology
  - ( ii ) Major Contributors of Existential Psychology
3. Existential Neurosis
4. Criticisms of Existential Psychology

**Unit- IV - Hormic Psychology and Dynamic Psychology**

- Basic Features of Mc Dougall's Hormic Psychology
- Contributions of Mc Donagall
- Wood worth's Dynamic Psychology

**II Psychology in Modern Times**

- Common Characteristic in Development of Psychology in Different Countries
- Feature of Psychology

**Basic Books :**

( 1 ) Arunkumar Sinh and Ashishkumar Sinh ( 2009 ) History and system of Psychology . Delhi Motilal Banarashidas

**Reference Books :**

- (i) Wolman, B.B. 1995, Contemporary Theories and System in Psychology New Delhi Freedman book.
- (ii) Brennan , j.4 2004 History and System of Psychology sixth Edition Delhi person Education
- (iii) Mark , M.H. 1964 Theory in Contemporary Psychology New York
- (iv) Tivari and Rani 2001 History and System of Psychology , Hindi Granth Academy M.P. Bhopal (In Hindi)

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- IV**

**PSYCHOLOGICAL TESTING - PART II (PSY508PR)**

Objectives :

Aims and Objectives of teaching this paper is to enhance the knowledge and understanding of the students regarding the recent developments in the field of Psychological Testing, which is a fast growing and developing area globally. The students who learn this paper will be well equipped in the various areas of psychological testing which will be helpful to them professionally.

**UNIT-I**

- Assessment of Learning Disabilities & Related Disorders
  - Definition of learning disabilities
  - Essential features - Causes – Assessment
  - Individual Achievement Tests
  - Kaufman Test of Educational Achievement
  - Assessment of ADHD
  - Assessment of Emotional & Behavioural disorders
  - Testing the gifted

**UNIT-II**

**Attitudes, Interests and Values Assessment**

- Interest Inventories
  - Strong Interest Inventory
  - Jackson Vocational Interest Survey
  - Kuder General Interest Survey
- Career & Work Values Assessment
  - Minnesota Importance Questionnaire
  - Work Values Inventory
  - Values Scale
  - Assessment Of Career Development
- Attitudes & their Assessment
  - Assessment of Attitudes
  - Approaches to Attitude Assessment
  - Questionnaires in Attitude Assessment
  - Issues in Attitude Assessment



### **UNIT-III**

#### **Structured Personality Assessment**

Origins - Popularity - Classification

- The Rorschach Inkblot Technique
- Thematic Apperception Test
- Self- Report Inventories
  - Sixteen Personality Factor Questionnaire
  - Eysenck Personality Questionnaire
  - NEO Personality Inventory - Revised
- Criterion Keyed Inventories
  - Minnesota Multiphasic Personality Inventory - 2 (MMPI - 2)
  - California Psychological Inventory (CPI)

#### **UNIT - IV**

- Computerized Assessment
  - Computers in Testing Overview & History
  - Advantages & Disadvantages of Computerized Testing & Report Writing
  - Future of Testing
- Issues Shaping the field of testing
  - Professional issues
  - Moral Issues
  - Social Issues
  - Responsibilities of test publishers
  - Responsibilities of test users

#### **Recommended Books Basic Book**

- Gregory R J (2004), "Psychological Testing : History, Principles & Applications", Fourth edition Pearson Education, Indian Reprint, New Delhi

#### **Reference Books**

- Kaplan R.M & Saccuzzo D.P (2007), "Psychological testing : Principles Applications & Issues", Thomson- Wadsworth, Sixth edition, Indian Reprint
- Anatasi Anne & Urbina Susana (2003), "Psychological testing", Pearson Education, seventh edition, Indian Reprint, New Delhi
- Aiken L.R & Marhat- Groth G (2009), "Psychological Testing & Assessment", Pearson Education, Twelfth edition, Indian Reprint, New Delhi

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**  
**Semester- IV**

**POSITIVE PSYCHOLOGY - II (PSY-509 )**

**Objectives :**

(i) To provide information about major areas of positive Psychology (ii) To explore the question and learn about some of its answers

**Unit- I Personal Goals as windows to Wellbeing**

1. Personal Goals
  - (i) Defining personal Goals
  - (ii) Measuring Personal Goals
2. Types of Goal
  - (i) Intrinsic V/S controlled Goal
  - (ii) Autonomous V/S Controlled motivation

**Unit - II Self Regulation and Self - control**

3. Self regulation
  - (i) Planning for self regulation success
  - (ii) Why planning helps
4. Self Control
  - (i) The Value of self control
  - (ii) Everyday expiations for self control failure
  - (iii) Excuses - What makes a good excuse - Advantages of excuse

**Unit- III Positive Traits**

5. Positive Traits
  - (i) What makes a trait positive ??
  - (ii) Personality and Happiness : The 'Big five'
6. Positive Beliefs
  - (i) The world Through Happy and Unhappy eyes
  - (ii) Self - Esteem and Happiness

**Unit - IV Life about Zero**

7. Contours of a Positive life
  - (i) Meaning
  - (ii) Means
8. East - West and positive psychology
  - (i) Attributes of Mindful awareness

**Basic Books :**

1. Baumgardner , S.R. and Crothers, M.K. ( 2009 ) Positive Psychology , New Delhi : Person Education

**Reference Books :**

1. Baumeister R.F., Heatherton T.F. and Tice D.M. (1994) Losing control: How and why people failat Self - regulation . San Diego , CA : Academic Press
2. Seligman , M.E.P. ( 1990) Learned Optimism, New York : Pocket Books
3. Noller, P. and Feeney, J.A. (Eds.) ( 2006 ). Close relationships : Functions forms and processes . New York : Psychology Press.

4. Seligman, M.E.P. Stecn, T.A., Park N and Peterson c (2005) Positive Psychology progress : Empirical Validation of intervention Xentions American Psychologist., 60 ,410-421

**Web Resource :**

1. [www. positive psychology, org](http://www.positivepsychology.org)
2. [www.apa.org](http://www.apa.org).
3. [www.authentic happiness.sas.upenn.edu](http://www.authentic happiness.sas.upenn.edu).
4. [www.psych.uiuc.edu/](http://www.psych.uiuc.edu/)- ediener
5. [www.psych.edu/](http://www.psych.edu/)- ediener

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- IV**

**STATISTICAL INFERENCE-II (PSY510)**

**Objectives :**

- (i) To familiarizing with concepts of History of Psychology
- (ii) To Enhance the knowledge and the understanding of the students regarding development of Psychology

**Unit – I**

Partial and Multiple correlation

**Unit- II**

- (i) Contingency coefficient
- (ii) Correlation ratio

**Unit – III**

- (i) Analysis fo Variance Three way
- (ii) Bartlets test of homogeneity for K Varince (Equal - unequal degree of freedom

**Unit - IV Non Parametric Statistic**

- (i) Wilcoxon matched paries signed ranks test
- (ii) Cocharn Q test
- (iii) Friedman Two way Analysis of Variance (iv ) Kruskal-Wallis One-Way Analysis of Variance by Ranks

**Books:**

- (i) Broota , K.D. (1989) Experimental Design in Behavioral Research , Bombay, Wiley Estern Ltd.
- (ii) Guildford, J.P. ( 1954 ) Fundamental statistical in Psychology and Education New York , Mc Graw Hill Book compny
- (iii) Peatman Introduction to Applied Statistics , New York Harper and Raw.
- (iv) Siegal, S. and Castellan , N.J. 1988. Non- Prametric Statistic for the Behavioral Science Second Edition, New York McGraw Hill Book Co.

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- IV**

**Human Resource Management(PSY511EA)**

**Main Objective :**

The course aims of familiarizing with concepts of Nature and Concept of Human Resource Management and Human Resources Planning, Job Analysis and Design, Recruitment and Selection, Employee Motivation, Incentives Plans, Compensation Packages The scheme of question paper :

1. The paper consist of four units
2. Each unit should be given equal weight age in examination.
3. Total Marks : 70

**Unit : I : Nature and Concept of Human Resource Management and Human**

**Resources Planning**

- Introduction
- Human resource management - history
- Human resource management and change management
- Essential skills for an human resource manager
- Objectives of human resource planning
- Factors affecting human resource planning
- The process of human resource planning

**Unit : II : Job Analysis and Design**

- Introduction
- Objectives of job analysis
- Process of job analysis
- Methods of job analysis
- Job description
- Job specification
- Job Evaluation
- Job Design

### **Unit : III : Recruitment and Selection**

- Introduction
- Factors affecting recruitment
- Constraints and challenges in recruitment process
- Process of recruitment
- Sources of recruitment
- Steps in the process of selection

### **Unit : IV : Employee Motivation, Incentives Plans, Compensation Packages**

- Introduction
- Basic motivational process
- Content theories of work motivation
- Application of motivational concept
- Objectives of compensation planning
- How is compensation used?
- Psychological contract

#### **Basic Book**

- P. Jyothi & D.N. Venkatesh "Human Resource Management", Eleventh edition - 2009, Indian Edition, Oxford University Press, YMCA Building, Jai Singh Road, New Delhi.

#### **Reference Book**

- John M. Ivancevich, "Human Resource Management", Ninth Edition, Tata McGraw Hill
- Gomez Mejia, Balkin and Cardy, "Managing Human Resources", Third Edition, Pearson Education.
- S.C.Srivastava, "Industrial Relations & Labour Laws", Fourth Revised Edition, Vikas Publishing House Pvt. Ltd.
  - **Bergin A.G. & Garfield S.L. (1978) ; hand book of Psychology & Behavior change - An empirical analysis. John Wiley & Sons, NY.**
  - **Garfield S.L. (1995); Psychotherapy : an elective integrative approach, 2<sup>nd</sup> Ed. John Wiley And Sons, USA.**
  - **Dryden W. (1995); Rational Emotive Behavior Therapy. Sage publications, New Delhi.**
  - **Sanders D. & Wills F. ( 2005) ; Cognitive Therapy : An Introduction , 2<sup>nd</sup> Ed sage publications, Delhi.**

**GUJARAT UNIVERSITY**  
**DEPARTMENT OF PSYCHOLOGY**

**Semester- IV**

**PSYCHOTHERAPEUTICS (PSY 511EB )**

Objectives :

Aims and Objectives of teaching this paper is to enhance the knowledge and understanding of the students regarding the therapeutic developments in the field of Clinical Psychology, which is a fast growing and developing area globally. In case, the students want to practice as a Psychotherapist which includes further specializations like Family Therapy, Cognitive Behavior Therapy, Clinical Neuropsychology, Forensic Psychology in a hospital or work with other professionals of Mental Health team, he can be equipped with these basics.

**Unit 1**

**What is Psychotherapy - Individual Psychotherapy - Group Psychotherapy - Psvchodynaniic Psychotherapy**

**Unit II**

**Client Centered Therapy of Carl Rogers. Cognitive-Behavior Therapy**

**Unit III**

**Issues unique to Clinical Child Psychology - Classification - Assessment - Treatment - Future of Clinical Child Psychology.**

**Unit IV**

**Forensic Psychology - Definition - Psychology and Law - Psychology and Criminal Law - Training and certification in Forensic Psychology**

**Professional Issues in Clinical Psychology - Professional Training - Professional Ethics - Future directions in Clinical Psychology.**

**References :**

**• Hecker, J. & Thorpe , G. (2005 ), Introduction to Clinical Psychology Science, Practice and Ethics, New Delhi ; Pearson Education Inc .**

## **Project work (PSY12PT)**

### **General Guideline for project work :**

- 1. Area and topic to be selected in consultation with the Head and concerned faculty.**
- 2. Project work should be based on primary data collection.**
- 3. Project work should have analysis of data along with other standard inputs.**
- 4. Project report should not be less 50 typed pages**
- 5. The assessment of project work :**
  - 30 Marks for internal**
  - 70 Marks External ( 50 Report and 20 Viva-voice )**