

**DEPARTMENT OF TECHNOLOGY EDUCATION, IER
UNIVERSITY OF THE PUNJAB, LAHORE-PAKISTAN
Course Outline**

Programme	BS Technology Education	Course Code	BSTE322	Credit Hours	3
Course Title	Industrial Psychology				
Course Introduction					
Industrial Psychology, also known as Organizational Psychology, examines the behavior of individuals in work settings and the application of psychological principles to improve the well-being and performance of employees and organizations. This course provides an introduction to the theories, methods, and applications of industrial psychology, covering topics such as employee selection, training, performance appraisal, motivation, job satisfaction, and organizational development.					
Learning Outcomes					
On the completion of the course, the students will:					
<ol style="list-style-type: none"> 1. Understand the basic concepts and principles of industrial psychology. 2. Analyze the factors influencing employee behavior and organizational effectiveness. 3. Apply psychological theories and methods to solve problems in the workplace. 4. Develop strategies to enhance employee motivation, job satisfaction, and performance. 5. Evaluate the impact of organizational practices on employee well-being and productivity. 					
Course Content				Assignments/Readings	
Week 1	Introduction to Industrial Psychology Unit 1.1: Definition and Scope of Industrial Psychology			Reflective essay on personal views about the role of psychology in the workplace	
	Unit 1.2: Historical Development and Key Theories				
Week 2	Research Methods in Industrial Psychology Unit 2.1: Research Design and Data Collection Methods			Analyze a recent study in industrial psychology and its methodology	
	Unit 2.2: Statistical Analysis and Interpretation				
Week 3	Employee Selection and Assessment Unit 3.1: Job Analysis and Competency Modeling			Design a selection process for a hypothetical job	
	Unit 3.2: Recruitment and Selection Techniques				
Week 4	Training and Development Unit 4.1: Training Needs Assessment			Identify training needs for a	

	Unit 4.2: Designing and Evaluating Training Programs	given organization
Week 5	Performance Appraisal and Management Unit 5.1: Performance Appraisal Methods	Compare and contrast different performance appraisal methods
	Unit 5.2: Performance Feedback and Coaching	
Week 6	Employee Motivation and Job Satisfaction Unit 6.1: Theories of Motivation (e.g., Maslow, Herzberg, Vroom)	Apply a motivation theory to a real-world organizational scenario
	Unit 6.2: Factors Influencing Job Satisfaction	
Week 7	Work Stress and Employee Well-Being Unit 7.1: Sources and Consequences of Work Stress	Develop a stress management program for an organization
	Unit 7.2: Strategies for Enhancing Employee Well-Being	
Week 8	Organizational Culture and Climate Unit 8.1: Defining and Measuring Organizational Culture	Assess the culture of a chosen organization
	Unit 8.2: Impact of Organizational Climate on Employee Behavior	
Week 9	Leadership in Organizations Unit 9.1: Leadership Theories and Styles	Analyze the leadership style of a well-known leader
	Unit 9.2: Leadership Development and Succession Planning	
Week 10	Team Dynamics and Group Behavior Unit 10.1: Theories of Group Behavior	Develop strategies to improve team effect
	Unit 10.2: Enhancing Team Performance	
Week 11	Organizational Development and Change Unit 11.1: Principles of Organizational Development	Design a change management plan
	Unit 11.2: Managing Resistance to Change	
Week 12	Diversity and Inclusion in the Workplace Unit 12.1: Importance of Diversity and Inclusion	Research project on diversity initiatives in organizations
	Unit 12.2: Strategies for Promoting Inclusion	
Week 13	Employee Relations and Labor Relations Unit 13.1: Building Positive Employee Relations	Analyze employee relations practices in a given

	Unit 13.2: Labor Unions and Collective Bargaining	organization
Week 14	Human Resource Practices and Policies Unit 14.1: HR Policies and Their Impact on Organizational Behavior	Review and critique the HR policies of a chosen organization
	Unit 14.2: Legal and Ethical Considerations in HRM	
Week 15	Technology and Work Unit 15.1: Impact of Technology on Work Practices	Essay on how technology has changed the workplace
	Unit 15.2: Future Trends in Work and Technology	
Week 16	Course Review and Final Assessment Unit 16.1: Review of Key Concepts and Themes	Final exam; Course feedback and reflections
	Unit 16.2: Comprehensive Final Exam	

Textbooks and Reading Material

1. Textbooks.

- Work in the 21st Century: An Introduction to Industrial and Organizational Psychology by Frank J. Landy and Jeffrey M. Conte

2. Suggested Readings

- Industrial/Organizational Psychology: An Applied Approach by Michael G. Aamodt

Teaching Learning Strategies

1. **Lectures:** To introduce and explain key concepts and theories.
2. **Assignments and Projects:** To reinforce learning and encourage application of concepts in real-world scenarios.
3. **Group Discussions:** To facilitate peer learning and collaborative problem-solving.
4. **Guest Lectures:** To provide insights from industry experts and professionals.

Assessment

Sr. No.	Elements	Weight age	Details
1.	Midterm Assessment	35%	Written Assessment at the mid-point of the semester.

2.	Formative Assessment	25%	Continuous assessment includes: Classroom participation, assignments, presentations, viva voce, attitude and behavior, hands-on-activities, short tests, projects, practical, reflections, readings, quizzes etc.
3.	Final Assessment	40%	Written Examination at the end of the semester. It is mostly in the form of a test, but owing to the nature of the course the teacher may assess their students based on term paper, research proposal development, field work and report writing etc.