

**Maulana Abul Kalam Azad University of Technology, WB**  
**Syllabus of B. Sc in Behavioural Science & Applied Psychology**  
**(Effective for 2020-2021 Admission Session)**  
**Choice Based Credit System**  
**140 Credit (3-Year UG) MAKAUT Framework**  
**w.e.f 2020-21**

**4<sup>th</sup> Semester**

Subject Type	Course Name	Credit Points	Credit Distribution			Mode of Delivery			Proposed Moocs
			Theory	Practical	Tutorial	Offline#	Online	Blended	
CC 8	Statistics in Psychology	6	5	0	1	✓			As per MAKAUT Notification
<b>BBS 401</b>									
CC 9	Behavioural Approaches & Human Resource Management	6	5	0	1	✓			
<b>BBS 402</b>									
CC 10	Research Methods	6	5	0	1	✓			
<b>BBS 403</b>									
GE 4	Students have to select from the GE Basket.	6						✓	
SEC 2	Statistics Lab I	2	0	2	0	✓			
<b>BBS 455</b>									
<b>Semester Credits</b>		<b>26</b>							

**# Only in case offline classes are not possible due to reasons like COVID Pandemic the classes will be in synchronous online mode**

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**CC 8-Statistics in Psychology**

**Code- BBS 401**

**Credits- 5L+1T**

**Course Objective:** The course is designed to provide understanding of univariate and bi-variate statistics. The utilization of theoretical and empirical knowledge of statistics in the field of social science. To empower students in the field of research by providing them with the appropriate statistical knowledge in social sciences.

**Course Outcome:**

Sl	Course Outcome (CO)	Mapped Module
CO1	Understanding the concept of Levels of Measurement, Need for Quantification in Psychology, Frequency Distributions	M1,M2
CO2	Demonstrate & Make use of Graphic Representation of Data Basic procedures; The Histogram; The Frequency Polygon; The Bar Diagram; The Pie Chart; The Cumulative Frequency Graph	M1,M2,M3
CO3	Remember & Understand the concept of Parametric & Non-parametric Statistics	M2, M3
CO4	Demonstrate & analyse the Correlation, The Scatterplot of Bivariate Distributions; Calculating Pearson's Correlation Coefficient from Raw Scores;	M2,M3, M4
CO5	To examine and evaluate Hypothesis Testing About the Difference Between Two Independent Means The Null and Alternative Hypotheses	M4,M5
CO6	Determine & Create Hypothesis Testing for Categorical Variables and Inference about Frequencies The Chi-Square as a Measure of Discrepancy between Expected and Observed Frequencies	M5, M6

**Syllabus with mapped module:**

Module Number	Headline	Total Hours	%age of Questions	Blooms Level	Remarks (if any)
M1	Introduction to Levels of Measurement	8	10	1, 2, 3	N.A.
M2	Basic understanding of figurative representation of experimental findings, and analysing of Graphic Representation of Data Basic procedures	10	15	2,3, 4	N.A.
M3	Definition and understanding of the Concept of Parametric & Non-parametric Statistics, Normal Probability Normal Probability Curve	10	15	1, 2, 3, 4	N.A.
M4	Correlation	12	25	2, 3, 4,5	N.A.
M 5	Outlining the concept of Hypothesis Testing	12	25	2, 3, 4, 5, 6	N.A.
M 6	Hypothesis Testing for Categorical Variables and Inference about Frequencies Explanation of the concept of Chi-Square as a Measure of Discrepancy between Expected and Observed Frequencies	8	10	2, 3, 4, 5	N.A.
		<b>60</b>	<b>100</b>		
	<b>Tutorials</b>	<b>16</b>			
	<b>Total</b>	<b>76</b>			

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***Syllabus***

<p>Module 1: Introduction to Levels of Measurement, Need for Quantification in Psychology, Levels of Measurement – Nominal, Ordinal, Interval and Ratio. Frequency Distributions, Percentiles, and Percentile Ranks, constructing a grouped frequency distribution, a relative frequency distribution and a cumulative frequency distribution; Computation of Percentiles and Percentile Ranks.</p> <p style="text-align: right;"><i>(Total hours- 8)</i></p>
<p>Module 2: Graphic Representation of Data Basic procedures; The Histogram; The Frequency Polygon; The Bar Diagram; The Pie Chart; The Cumulative Frequency Graph. Central Tendency &amp; Measures of Variability Meaning, Types, Uses and Computation Techniques of the Measures of Central Tendencies, and Measures of Dispersion or Variability: Range, Quartile deviation, Standard Deviation, Variance, Average Deviation.:</p> <p style="text-align: right;"><i>(Total hours- 10)</i></p>
<p>Module 3: Concept of Parametric &amp; Non-parametric Statistics, Normal Probability Normal Probability Curve and its properties as well as its application. Skewness and Kurtosis. Calculation of area under the NPC, Standard scores (z-score, t-score, stanine score)</p> <p style="text-align: right;"><i>(Total hours- 10)</i></p>
<p>Module 4: Correlation The Meaning of Correlation; Historical Perspective; The Scatterplot of Bivariate Distributions; Correlation: A Matter of Direction; Correlation: A Matter of Degree; The Coefficient of Correlation; Calculating Pearson’s Correlation Coefficient from Deviation Scores; Calculating Pearson’s Correlation Coefficient from Raw Scores; Spearman’s Rank-Order Correlation Coefficient; Correlation and Causation</p> <p style="text-align: right;"><i>(Total hours- 12)</i></p>
<p>Module 5: Hypothesis Testing About the Difference Between Two Independent Means The Null and Alternative Hypotheses; Testing the Hypothesis of No Difference between Two Independent Means; Use of a One-Tailed Test; Assumptions Associated with Inference about the Difference between Two Independent Means Hypothesis Testing About the Difference Between Two Dependent (Correlated) Means The Null and Alternative Hypotheses; Determining a Formula for t; Degrees of Freedom for Tests of No Difference between Dependent Means; Testing a Hypothesis about Two Dependent Means using the formula involving standard errors and correlation only; Assumptions When Testing a Hypothesis about the Difference between Two Dependent Means. Concept of Inference Concepts and steps involved in drawing a statistical inference</p> <p style="text-align: right;"><i>(Total hours- 12)</i></p>
<p>Module 6: Hypothesis Testing for Categorical Variables and Inference about Frequencies The Chi-Square as a Measure of Discrepancy between Expected and Observed Frequencies; Logic of the Chi-Square Test; Assumptions of Chi-Square; Calculation of the Chi-Square Goodness-of-Fit-Test-One Way Classification; Chi Square for Two Classification Variables-Contingency Table Analysis; Interpretation of the Outcome of a Chi-Square Test.</p> <p style="text-align: right;"><i>(Total hours- 8)</i></p>

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**CC 9- ORGANIZATIONAL BEHAVIOUR& HUMAN RESOURCE MANAGEMENT**

**Code- BBS 402**

**Credits- 5L+1T**

**Course Objective:** The course is designed to provide a working knowledge on basic concept of Organizational psychology and their utility that will help them develop a better understanding of themselves and their strengths and weaknesses, in an organization. The learner will be able to remember, understand and apply the taught concepts and methods in future work endeavors related to social welfare and organizational management.

Sl	Course Outcome (CO)	Mapped Module
CO1	Remember the historical antecedents of organizational behaviour, contemporary trends and challenges, Employee attitudes:	M1
CO2	Relate & Demonstrate Work Motivation	M1,M2
CO3	Demonstrate & Make use Human Resource Management (HRM): HRM and HRD, Context and issues in HRM	M2, M3
CO4	Utilize and Analyse Human Resource Practices: Jobs of a manager, job of HR, Job analysis; Recruitment and selection; Training	M3, M4
CO5	Test for & evaluate performance appraisal: Wage and salary Grievance addressal. Conflict management and Industrial relation	M4,M5
CO6	Assess & compile International human resource management (IHRM) The context of Globalization, Role of culture in IHRM	M5, M6

**Syllabus with mapped module:**

Module Number	Headline	Total Hours	%age of Questions	Blooms Level	Remarks (if any)
M1	Introduction to historical antecedents of organizational behaviour	5	10	1, 2, 3	N.A.
M2	Work Motivation	10	20	2,3, 4	N.A.
M3	Introduction to Human Resource Management (HRM): HRM and HRD	8	10	1, 2, 3, 4	N.A.
M4	Human Resource Practices	12	25	2, 3, 4,5	N.A.
M 5	Performance appraisal	15	25	2, 3, 4, 5, 6	N.A.
M 6	International human resource management (IHRM) The context of Globalization	10	10	2, 3, 4, 5	N.A.
		<b>60</b>	<b>100</b>		
	<b>Tutorials</b>	<b>16</b>			
	<b>Total</b>	<b>76</b>			

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***Syllabus***

Module 1: Introduction to historical antecedents of organizational behaviour, contemporary trends and challenges. Challenges in Indian setting. Individual level processes. Employee attitudes: Job satisfaction, Organizational Commitment, Organizational Citizenship Behaviour. <i>(Total hours- 5)</i>
Module 2: Work Motivation: Early theories: Maslow, McClelland, Two factor; Contemporary theories: Goal setting, Equity, Expectancy, and Applications <i>(Total hours- 10)</i>
Module 3: Introduction to Human Resource Management (HRM): HRM and HRD, Context and issues in HRM <i>(Total hours- 8)</i>
Module 4: Human Resource Practices: Jobs of a manager, job of HR, Job analysis; Recruitment and selection; Training <i>(Total hours- 12)</i>
Module 5: Performance appraisal: Wage and salary Grievance addressal. Conflict management and Industrial relation <i>(Total hours- 15)</i>
Module 6: International human resource management (IHRM) The context of Globalization, Role of culture in IHRM <i>(Total hours- 10)</i>

***Readings:***

- Chadha, N.K. (2007). Organizational Behavior. Galgotia Publishers: New Delhi.
- Greenberg, J. & Baron, R.A. (2007). Behaviour in Organizations (9th Ed.). India: Dorling Kindersley.
- Griffin, R.W. & Moorhead, G. (2009). Organizational Behavior: Managing People & Organizations. New Delhi :Biztantra publishers.
- Landy, F.J. & Conte, J.M. (2007) Work in the 21st Century: An Introduction to Industrial and Organizational Psychology. New York : Wiley Blackwell.
- Luthans, F. (2009). Organizational behavior. New Delhi: McGraw Hill.
- Pareek, U. (2010). Understanding organizational behaviour. Oxford: Oxford University Press. Prakash, A. (2011). Organizational behavior in India: An indigenous perspective. In G. Misra (Ed.), Handbook of Psychology. New Delhi: Oxford University Press.
- Robbins, S. P. & Judge, T.A. (2007) Organizational Behavior( 12th Ed). New Delhi: Prentice Hall of India.
- Schermerhorn, J.R. ,Hunt,J.G. & Osborn,R.N. (2008) Organizational Behavior (10th Ed.) New Delhi: Wiley India Pvt. Ltd.
- Singh, K. (2010). Organizational Behavior: Texts & Cases. India: Dorling Kindersley Sinha, J.B.P. (2008). Culture and Organizational Behavior. New Delhi: Sage.
- Aamodt, M.G. (2015). Industrial/ Organizational Psychology (8th Ed.). UK: Cengage Learning.
- Briscoe, D. R., Schuler, R. S. & Claus, L. (2009). International Human Resource Management: Policies and Practices for Multinational Enterprises. (3rd Edition). New York: Routledge.

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Dessler, G., & Varkkey, B. (2011). Human Resource Management (12th Edition). New Delhi, India: Pearson Education.

DeCenzo, D.A. & Robbins, S.P. (2006). Fundamentals of Human Resource Management. (8th Edition). New York: Wiley.

Jex, S.M. & Britt, T.W. (2014). Organizational Psychology: A Scientist-Practitioner Approach (3rd Edition). New York: Wiley. Tayeb, M. H. (2005). International Human Resource Management: A Multinational Company Perspective. New York: Oxford University Press.

Ahuja, K.A., Padhy, P., & Srivastava, G. (2018). Performance Appraisal Satisfaction and Organizational Commitment. *The Indian Journal of Industrial Relations*, 53(4), 675- 692. Banfield, P., & Kay, R. (2011). Introduction to Human Resource Management (2nd Edition). 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 Edition) New Delhi: Sai Printographers. Harzing, A-W., & Pinnington, A.H. (Eds.) (2014). International Human Resource Management (4th Edition) New Delhi: Sage. Khandelwal, K.A. (2009). In Search of Indianness: Cultures of Multinationals. New Delhi: Kanishka Publishers.

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**CC 10 - RESEARCH METHODS**

**Code- BBS 403**

**Credits- 5L+1T**

**Course Objective:** The course is designed to provide a working knowledge on basic concept of research in the field of psychology and their utility that will help them develop a better understanding of research association. The learner will be able to remember, understand and apply the taught concepts and methods in future work endeavors related to social welfare and higher studies.

**Course Outcome:**

SI	Course Outcome (CO)	Mapped Module
CO1	Define Research The Goals of Psychological Research, Paradigms of Research, Principles of Good Research, Ethics in Psychological Research.	M1
CO2	Remember & Understand the Concepts of Variable Variables and their Classification, Major Steps in Psychological Research	M1,M2
CO3	Demonstrate & Make use of Problem & Hypothesis, Steps in Research Characteristics of Problems, Definition, Sources and Criteria of Good Hypothesis, Hypothesis and Theory	M2, M3
CO4	Experiment & Examine design & concepts of Field Study Design of Experiments:	M3, M4
CO5	Analyse & Assess Non Experimental Methods: Case Study; Observation; Surveys, Focus Group Discussion, Interviews.	M4,M5
CO6	Determine & Design Development, Standardization and characteristics of Psychological Test, Item analysis, Reliability, Validity, Norms,	M5, M6

**Syllabus with mapped module:**

Module Number	Headline	Total Hours	%age of Questions	Blooms Level	Remarks (if any)
M1	Introduction to Research	10	10	1, 2, 3	N.A.
M2	Concepts of Variable	10	15	2,3, 4	N.A.
M3	Problem & Hypothesis	10	10	1, 2, 3, 4	N.A.
M4	Experimental design & concepts of Field Study Design of Experiments	10	25	2, 3, 4,5	N.A.
M 5	Non Experimental Methods	10	20	2, 3, 4, 5, 6	N.A.
M 6	Development, Standardization and characteristics of Psychological Test, Item analysis, Reliability, Validity, Norms,	10	20	2, 3, 4, 5	N.A.
		<b>60</b>	<b>100</b>		
	<b>Tutorials</b>	<b>16</b>			
	<b>Total</b>	<b>76</b>			

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***Syllabus***

Module 1: Introduction to Research What is Psychological Research? The Goals of Psychological Research, Paradigms of Research, Principles of Good Research, Ethics in Psychological Research. <i>(Total hours- 10)</i>
Module 2: Concepts of Variable Variables and their Classification, Major Steps in Psychological Research <i>(Total hours- 10)</i>
Module 3: Problem & Hypothesis, Steps in Research Characteristics of Problems, Definition, Sources and Criteria of Good Hypothesis, Hypothesis and Theory <i>(Total hours- 10)</i>
Module 4: Experimental design & concepts of Field Study Design of Experiments: Controlling Subjects, Situation and Sequence Related Variables. Single Group and Separate Group Designs. Quasi Experimental Design and Time Series <i>(Total hours- 10)</i>
Module 5: Non Experimental Methods: Case Study; Observation; Surveys, Focus Group Discussion, Interviews. <i>(Total hours- 10)</i>
Module 6: Development, Standardization and characteristics of Psychological Test, Item analysis, Reliability, Validity, Norms, <i>(Total hours- 10)</i>

***Reading List:***

Chadha, N.K. (2009) Applied Psychometry. Sage Pub: New Delhi.

Dyer, C. (2001) Research in Psychology: A Practical Guide to Research Methodology and Statistics (2nd Ed.) Oxford: Blackwell Publishers

Gregory, R.J. (2006). Psychological Testing: History, Principles, and Applications (4th Ed.). New Delhi: Pearson Education. Murphy, K.R. & Davidshofer, C. O. (2004). Psychological Testing: Principles & Applications (6th Ed.) New Jersey: Prentice Hall.

Neuman, W.L. (2006). Social Research Methods: Qualitative and Quantitative Approaches (6th Ed.) Boston: Pearson Education. Willig, C. (2001). Introducing qualitative research in psychology: Adventures in theory and method. Philadelphia: Open University Press.



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**SEC 2- Statistics Lab 1**

**Credits- 2P**

**Course Objective:** The course is designed to provide students with an understanding of the data and its relevance in business and develop an understanding of the quantitative techniques in statistics. Also to develop the ability to interpret the numerical information that forms the basis of decision-making in business.

SI	Course Outcome	Mapped modules
1	Understand and explain Diagram	M1
2	Explain and apply frequency distribution	M1, M2
3	Examine and analyse problems with measures of central tendency	M1, M2, M3
4	Make use of measures of dispersion for evaluation	M1, M2, M3

Module Number	Headline	Total Hours	%age of questions	Blooms level	Remarks (if any)
1.	Diagram	10	35%	1	
2	Frequency Distribution	10	35%	1, 2,3,4	
3	Measures of Central Tendency & Dispersion	8	30%	1, 2,3,4,5	
<b>Total</b>		<b>28</b>	<b>100%</b>		

**Module 1**

Construction of a table and the different components of a table. Diagrammatic representation of data: Line diagrams, Bar diagrams, Pie charts and divided-bar diagrams **(10 Hours)**

**Module 2**

Frequency Distributions- Attribute and variable; Frequency distribution of an attribute; Discrete and continuous variables; Frequency distributions of discrete and continuous variables; Bivariate and Multivariate Frequency Distributions. Diagrammatic representation of a frequency distribution: case of an attribute; case of a discrete variable: column diagram, frequency polygon and step diagram; case of a continuous variable: histogram and ogive. **(10-Hours)**

**Module 3**

Measures of Central Tendency Mean, Median and Mode, Measure of Dispersion Quartile Deviation, Standard Deviation **(8 Hours)**