**BRM 1204 APPLIED ORGANIZATIONAL PSYCHOLOGY**

# Short Description

The course is structured to help in developing ability to identify, analyze and modify one’s own behavior and the behavior of others in organization

# Aim

The aims at applying psychological theories, techniques and findings to develop the abilities to identify, analyze and modify one’s own behavior and the behavior of others in organizations*.*

**Learning outcomes**

Students to be able to:

* Explain concepts used in psychology.
* Identify social processes
* Explain individual behavior

**Intellectual, Practical and Transferable Skills**

Knowledge on psychology concepts will be transferred.

Skills in handling people in an organization will be transferred.

**Teaching and Learning Pattern**

By use of lectures, case studies and demonstrations, group discussions and individual research guided by the lecturer.

**Indicative Content**

Psychology in Organization : History of Organizational Psychology; Individual behavior - individual differences, nature of human abilities, perception, learning, memory, personality, frustration and conflict, stress, alcoholism, drug dependency. Social processes - attitudes, role theory, conformity, group dynamics, cohesive-ness, social perception. Communication: functions and process, communication flow, barriers and breakdowns, effective communication etc.

**Assessment Method**

Continuous assessment shall be applied to generate marks for coursework. Tests, coursework research questions, group work presentations will all constitute coursework marks (30 marks) and final examinations (70 marks). For a student to be allowed to sit for final examinations in this course he/she should have obtained at least 15 out of 30 marks. The pass mark for the course shall be 50%.

**Indicative Sources**

Schein, E.H. Organisational psychology, 3rd ed. N.j.: Prentice Hall.

Schermerhorn, J.R., Hunt, J.G, Osborn, R.N. 1998. Basic organizational behaviour. New York: John Wiley

Stoner, J. Freeman, R.E. and Gilbert, D.R. 1996. Management, 6th ed. New Delhi: Prentice-Hall.