

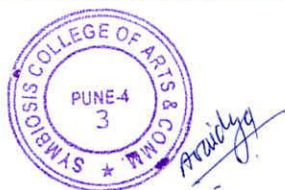


॥ वसुधैव कुटुम्बकम् ॥
SYMBIOSIS

Symbiosis College of Arts and Commerce

(An Autonomous College Affiliated to University of Pune)

| Subject code | Semester | I | II | III | IV | V | VI | M.A. | I | II | III | IV |
|--|----------|---------------------|----|-----|----|---|----|------|---|----|-----|----|
| Title of Subject | | PRACTICUM/FIELDWORK | | | | | | | | | | |
| (For M.A. Part-I I as per the approval of BOS) | | | | | | | | | | | | |
| Detailed syllabus | | | | | | | | | | | | |
| Contents of the syllabus | | | | | | | | | | | | |
| PRACTICUM/ FIELDWORK I/O PSYCHOLOGY (Credits 4) | | | | | | | | | | | | |
| <p>Students should select at least 7 types of exercises, e.g. Job Analysis, Performance appraisal, Competency mapping, group testing, test validation, construction of psychometric test, interview of entrepreneurs, personality profile, case study, organizational structure, etc., in consultation with the teacher, and prepare detailed report of 5 cases. Students should present at least two case/exercises. Reports of exercises should be neatly typed in the standard format and a bound copy should be submitted. The report on topic like job analysis, performance appraisal, organizational structure, etc. should be prepared on the basis of following points:</p> <ol style="list-style-type: none">1. Nature of organization2. Information about the selected department.3. Sample description4. Nature of exercise5. Tools used (if any)6. Data collection and analysis7. Interpretation & discussion8. Recommendation (if applicable)9. Limitations10. References | | | | | | | | | | | | |
| Notes: | | | | | | | | | | | | |
| General | | | | | | | | | | | | |
| <ol style="list-style-type: none">1. Each batch of Practicum should consist of maximum 8 students.2. A separate batch will be formed if this number exceeds even by one.3. Workload for each batch will be equivalent to 8 lecture periods4. Each student should conduct exercises in various organizations/ institutes/; one teacher supervisor should accompany a group of students. | | | | | | | | | | | | |
| Eligibility for the Practicum Examination is subject to certification of Practicum by the teacher-in-charge, HoD and the concerned agency. | | | | | | | | | | | | |
| Suggested Journals | | | | | | | | | | | | |
| Web sites : | | | | | | | | | | | | |



| | | |
|---|--|----|
| 4 | TYPES OF OD INTERVENTIONS II 4.1. Comprehensive OD Interventions I: search conference, future search conference, confrontation meeting, strategic management activities. 4.2. Comprehensive OD Intervention II: real time strategic change, stream analysis survey feedback method, appreciative inquiry. 4.3. Grid Organizational Development, Schein's cultural analysis. 4.4. Training Techniques for OD: Behaviour modeling, Life and career planning, Coaching & Mentoring, Instrumented training. | 15 |
| | Total Number of Lectures | 60 |
| Suggested Reference Books: 1. French, W.L. & Bell, C.H. (1999). 6th ed. Organizational development: Behavioral science interventions for organization improvement. N.D.: Prentice-Hall. 2. Ramanarayan, S. , Rao T.V. & Singh K. (eds) (1988) Organizational development: interventions and Strategies (2007 reprint) New Delhi :Response Book (a division of Sage Publication), 3. French , W.L.”: Bell, C.H.: & Zawacki, R.A.(2006) Organizational development and transformation: Managing effective Change. Delhi :Tata McGraw Hill 4. Pareek, U. and Rao, T.V. (2003). Designing and managing human resource systems. N.D.: Oxford & IBH. 5. Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8th ed. N.D.: Pearson Edu. 6. Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). Organizational behaviour. N.D.: Pearson Prentice Hall . 7. Cascio, W.F. (2006).. Managing human resources: Productivity, quality of work life, profits 7 th ed. N.D.: Tata Mc-Graw-Hill 8. McGill, M. E. (1997). Organizational development for operating managers. New York: (AMA-OH) A division of American Management Assn. 9. Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). Organizational behaviour and management. Delhi: Tata Mc-Graw Hill. 10. Dessler, G. (2008). Human resource management, 10th ed. N.D.: Dorling Kindersley India Pvt. Ltd. 11. Greenberge, J. & Baron, R.A. (2005). Behaviour in organizations (8th ed). New Delhi: Pearson Education. 12. McShane, S.L. & Von Glinow, M.A.(2000). Organizational Behaviour: Emerging realities for the workplace revolution. New Delhi: Tata McGrawHill. | | |
| Suggested Journals | | |
| Web sites : | | |

