

One and Half-Year MS in Industrial-Organizational Psychology

For the Sessions 2021-2022, 2022-2023 and 2023-2024

Department of Psychology, Faculty of Biological Sciences

University of Dhaka, Dhaka 1000, Bangladesh

Units	Marks	Credits
Theory	700	28
Professional Skills Development*	150	6
Thesis	150	6
Seminar	50	2
Viva Voce	50	2
Total	1100	44

*Internship (IOPSY 511)

Course Code	Course Title	Marks	Credits
IOPSY 501	Organizational Behavior and Management Psychology	50	2
IOPSY 502	Human Resource Management	100	4
IOPSY 503	Mental Health, Counseling and Psychotherapy	100	4
IOPSY 504	Research Methods and Statistics	100	4
IOPSY 505	Personnel Selection, Training and Placement	100	4
IOPSY 506	Consumer Psychology	50	2
IOPSY 507	Professional Ethics and Values	50	2
IOPSY 508	Industrial Relations and Law	50	2
IOPSY 509	Engineering Psychology	50	2
IOPSY 510	Occupational Health and Safety Management	50	2
IOPSY 511	Internship	150	6
IOPSY 512	Thesis	150	6
IOPSY 513	Seminar	50	2
IOPSY 514	Viva Voce	50	2
Total		1100	44

IOPSY 501: Organizational Behavior and Management Psychology

2 Credit Hours

1. Introduction

- 1.1 Introduction to Organizational Behavior
- 1.2 Nature of organizations
- 1.3 Understanding organizational behavior
- 1.5 Organizational behavior system
- 1.6 Organizational Effectiveness: Components of organizational effectiveness
- 1.7 Assessing organizational effectiveness
- 1.8 Determinants of organizational effectiveness
- 1.9 Organizational Structure: Organizational structure defined
- 1.10 Elements of organizational structure
- 1.11 Common organizational designs
- 1.12 New options
- 1.13 Differences in organization structure and employee behavior
- 1.14 Implications for Managers.

2. Organizational Goal Setting and Planning

- 2.1 Goals in Organizations
- 2.2 Organizational mission, Goals and plans
- 2.3 Hierarchy of goals
- 2.4 Criteria for Effective Goals
- 2.5 Goal characteristics planning
- 2.6 Types and Models
- 2.7 Management by Objectives
- 2.8 Single-use and Standing plans
- 2.9 Contingency plans
- 2.10 Thinking Strategically: Strategic management defined
- 2.11 Purpose of strategy
- 2.12 Strategy formulation versus implementation
- 2.13 Strategic Management: Situation analysis
- 2.14 Business-level strategy
- 2.15 Porter's competitive forces and strategies

3. Individuals in Organizations

- 3.1 Determinants of Individual Performance
- 3.2 A model of individual behavior and performance
- 3.3 Motivation, Ability, Learning, Perception and Personality
- 3.4 Organizational systems and resources
- 3.5 Keys to effective management
- 3.6 Interpreting motivational models
- 3.7 Keys to effective management
- 3.8 Communication and Perception
- 3.9 Interpersonal communication – coding and decoding
- 3.10 Selectivity and organization in Perception
- 3.11 The significance of non-verbal communication
- 3.12 Perceptual set and assumptions about human behavior, Sex, appearance, attractiveness and discrimination
- 3.12 Person perception – errors and avoidance.

4. Introduction to Management

- 4.1 The changing paradigm of management
- 4.2 The definition of management
- 4.3 Four management functions
- 4.4 Organizational performance
- 4.5 Management skills
- 4.6 Management types
- 4.7 What is it like to be a manager
- 4.8 Managing Conflict: Perspectives on organizational conflict
- 4.9 Functional and dysfunctional conflict
- 4.10 Buchanan- Huczynski coordination- conflict model
- 4.11 Organizational Power and Politics: Organizations – rational or political
- 4.12 Organizational politics
- 4.13 Organizational power
- 4.14 Power & influence

5. Managerial Ethics and Corporate Social Responsibility

- 5.1 What is managerial ethics defined
- 5.2 Criteria for ethical decision-making: Utilitarian approach, Individual approach, Moral-rights approach, Justice approach
- 5.3 Factors affecting ethical choices: The manager, The organization
- 5.4 Social responsibility defined
- 5.5 Organizational stakeholders
- 5.6 The natural environment
- 5.7 Evaluating corporate social performance: Economic responsibilities, Legal responsibilities, Ethical responsibilities, Discretionary responsibilities.

Readings

- Arnold HJ and Feldman DC (1986). Organizational Behavior. Singapore: McGraw-Hill BookCo.
- Bower JL (ed.) (1991). The Craft of General Management. Boston: Harvard Business School Publishing.
- Buchanan D and Huczynski A (1997). Organizational Behavior: An Introductory Text (3rd Ed.). Harlow: Prentice Hall Europe.
- Cascio WF (1982). Applied Psychology in Personnel Management (2nd Ed.) Reston (Virginia): Reston Publishing Company, Inc.
- Cooper, C and Makin, P (1984). Psychology for Managers (2nd Ed.). London: The British Psychological Society.
- Daft RL and Marcic D (1998). Understanding Management (2nd Ed.). Orlando: Harcourt Brace & Company.
- Davis K and Newstrom JW (1989). Human Behavior at Work: Organizational Behavior (8th Ed.). Singapore: McGraw-Hill Book Co.
- Handy C (1999). Understanding Organizations. London: Penguin Books Ltd.
- Robbins SP (2005). Essentials of Organizational Behavior (8th Ed.). New Delhi: Prentice-Hall of India Private Limited.

IOPSY 502: Human Resources Management

4 Credit Hours

1. Human Resources Development (HRD) and Talent Management

- 1.1 Human resources development and evolution
- 1.2 Talent management process
- 1.3 Environmental constraints and human resources development
- 1.4 Recruiting & evaluating candidates
- 1.5 Legal issues surrounding the selection process, Selecting, hiring, and out placing employees within the organization
- 1.6 The recruitment and selection of a diverse workforce including an analysis of labor force demographics,
- 1.7 Equity in recruitment and selection, Sensitivity to diverse cultures

2. HRD, Job Analysis and Human Resources Planning

- 2.1 Job analysis, Job design, Job evaluation; method of job evaluation
- 2.2 Concept of Strategy and planning, Role of Strategic HRP, Alignment of HR Strategy and Business Strategy; Strategic Model of HRP
- 2.3 Techniques of HR forecasting; Benefits of HR forecasting, Strategic HRP and HR demand; Strategic HRP and HR supply

3. HRD and Training Development

- 3.1 Nature and scope of training and development function,
- 3.2 Strategy and training; organizations of the training department; training needs assessment; learning and behavior; designing of training programs; evaluation of training programs; training techniques; technical training; training and development of managers; training in organization development

4. Career Development

- 4.1 Theory and practice of career development; developing career structures; identifying organizational needs; institutionalizing the career development system; evaluating the system

5. Human Resources Development

- 5.1 Practices of compensation and benefits administration with emphasis on current theories of compensation and benefits trends, cost, value and systems
- 5.2 The changing nature of compensation and benefits, the changing expectations of employees and competitive needs of employers

6. Compensation Management

- 6.1 Evolving trends in performance and pay realignment to the strategic objectives of the organization,
- 6.2 Performance based compensation and benefit programs for an organization

7. HRD and Performance Appraisal

- 7.1 Performance appraisal of employees in organizations
- 7.2 In-depth analyses of human difficulties in accurately appraising performance,
- 7.3 Appraisal methods; 360-degree appraisal process

8. HRD and Human Resources Information System

- 8.1 Core Data for Strategic HR planning and System,
- 8.2 HR Information System and Strategic HRD,
- 8.3 Comprehensive HRD system and HRD information planning system

Readings

- Johnason, P. (2009). HRM in changing organizational contexts. In D. G. Collings & G. Page 4 of 18 Wood (Eds.), *Human resource management: A critical approach* (pp. 19-37). London: Routledge.
- Collings, D. G., & Wood, G. (2009). *Human resource management: A critical approach*. In D. G. Collings & G. Wood (Eds.), *Human resource management: A critical approach* (pp. 1-16). London: Routledge.
- Paauwe, J., & Boon, C. (2009). Strategic HRM: A critical review. In D. G. Collings, G. Wood (Eds.) & M.A. Reid, *Human resource management: A critical approach* (pp. 385-4). London: Routledge.
- Klerck, G. (2009). "Industrial relations and human resource management". In D. G. Collings & G. Wood (Eds.), *Human resource management: A critical approach* (pp. 238-259). London: Routledge.
- Buettner, Ricardo (2015). A Systematic Literature Review of Crowdsourcing Research from a Human Resource Management Perspective. 48th Annual Hawaii International Conference on System Sciences. Kauai, Hawaii: IEEE. pp. 4609–4618. doi:10.13140/2.1.2061.1845. ISBN 978-1-4799-7367-5.
- Griffin, R. W. (2008). *Principles of Management* (1st ed.). Singapore: McGraw-Hill/Irwin.

IOPSY 503: Mental Health, Counseling and Psychotherapy

4 Credit Hours

1. Mental Health

- 1.1 Definition of Mental Health
- 1.2 Attributes of a Mentally Healthy Person
- 1.3 Goals, Perspectives and Promotion of Mental Health
- 1.4 Mental Health Status of Children and Adolescents in Bangladesh

2. Human Development, Adjustment and Mental Health

- 2.1 Overview of Human Development
- 2.2 Theories of Human Development
 - 2.2.1 Sigmund Freud's 5 Stages of Psychosexual Development
 - 2.2.2 Erik Erikson's 8 Stages of Psychosocial Development
 - 2.2.3 Jean Piaget's 4 Stages of Cognitive Development
 - 2.2.4 Lawrence Kohlberg's 6 Stages of Moral Development
 - 2.2.5 Eric Berne's Transactional Analysis
- 2.3 Adjustment at Different Stages of Life
- 2.4 Impact of Human Development and Adjustment in Promoting Mental Health

3. Attachment and Mental Health

- 3.1 Kory Floyd's Affection Exchange Theory

- 3.2 John Bowlby's Attachment Theory
- 3.3 Assessing Infant Attachment-Ainsworth Strange Situation
- 3.4 Adult Attachment Interview: Intergenerational Transmission
- 3.5 Attachment Based Intervention
- 3.6 Relationship between Attachment and Mental Health
- 4. Stress and Mental Health**
 - 4.1 Nature of Stress
 - 4.2 Factors Influencing the Perceptions of Stress and Stress Tolerance
 - 4.3 Emotional, Physiological and Behavioral Response to Stress
 - 4.4 Effects of Stress on Mental Health
 - 4.5 Confronting Stress: Coping Process
- 5. Effective Communication**
 - 5.1 Communicate Non-violently
 - 5.2 Barriers to Effective Communication
 - 5.3 How to Support Child's Communication Skills
- 6. Diagnostic and Statistical Manual of Mental Disorders (DSM)**
 - 6.1 History of DSM
 - 6.2 Overview of DSM-5
 - 6.3 Classification of Mental Illness
 - 6.4 Criteria of Clinical Significance
- 7. Common Disorders among Child and Adolescent**
 - 7.1 Anxiety Disorders
 - 7.2 Obsessive-Compulsive Disorder
 - 7.3 Trauma and Stress Related Disorders
 - 7.4 Disruptive, Impulse Control, and Conduct Disorders
 - 7.5 Mood Disorders, Depression, and Suicide
 - 7.6 Attention Deficit/Hyperactivity Disorders (ADHD)
 - 7.7 Substance-Related and Addictive Disorders
- 8. Counseling Versus Psychotherapy and Basic Therapeutic Skills**
 - 8.1 Similarities and Differences between Counseling and Psychotherapy
 - 8.2 Personal Characteristics and Educational Qualities of an Effective Therapist
 - 8.3 Three Stage Model: Exploration Stage, Insight Stage, Action Stage
 - 8.4 Goals of Exploration, Insight and Action Stage
 - 8.5 Skills Required for Exploration, Insight and Action Stage
- 9. Therapeutic Approaches**
 - 9.1 Overview of Therapeutic Approaches
 - 9.2 Psychoanalytic Approach
 - 9.3 Humanistic Approach: Person-Centered and Gestalt Approach
 - 9.4 Cognitive Behavior Approach: Cognitive Behavior Therapy, Transactional Analysis
 - 9.5 Family Therapy
- 10. Professional Ethics and Supervision**
 - 10.1 Ethical and Legal Issues
 - 10.2 Clients Rights and Therapist Responsibilities
 - 10.2.1 Clients Right to Give Informed Consent
 - 10.2.2 Professional Responsibilities in Documentation
 - 10.3 Supervision in Psychological Practice

Readings

- American Psychiatric Association. (2013). *Diagnostic and statistical manual of mental disorders* (5th ed.). Washington, DC: Author.
- Baumgardner, S. R. & Crothers, M. K. (2009). *Positive psychology*. NJ: Pearson Education.
- Carr, A. (2016). *The Handbook of adult clinical psychology: An evidence based practice approach* (2nd ed.). London, UK: Taylor & Francis Ltd.
- Corey, G. (2012). *Theory and practice of counseling and psychotherapy* (9th ed.). Belmont, CA: Cengage Learning.
- Gladding, S. T. (2013). *Counseling a comprehensive profession* (7th ed.). NJ: Pearson.
- Hill, C. E. (2009). *Helping skills: facilitating exploration, insight, and action* (3rd ed.). Washington DC: American Psychological Association.
- Hurlock, E. B. (1981). *Development Psychology: A life-span approach* (5th ed.). New York: McGraw Hill.
- Morgan, C. T., King, R. A., Weisz, J. R., & Schopler, J. (1993). *Introduction to Psychology* (7th ed.). New York: McGraw Hill.
- Rosenberg, M. B. (2013). *Non-violent communication: A language of life* (2nd ed.). Encinitas, CA: Puddle Dancer Press.
- Weiten, W. (1985). *Psychology applied to modern life*. (2nd ed.). California: Pacific Grove. *Viewings*
- The Happy Movie (Dir: RokoBelic) (You may rent on itunes for \$3.99 or free on Netflix)
Epicurus on Happiness: <http://www.youtube.com/watch?v=ironIAQzQY>

IOPSY: 504 Research Methods and Statistics

4 Credit Hours

1. Introduction to Research

- 1.1 Definition, Objective and Purpose of Research
- 1.2 Research Problem and Question
- 1.3 Types of Research: Basic vs. Applied; Laboratory vs. Field; Quantitative vs. Qualitative ; Exploratory vs. Explanatory
- 1.4 Basic Concepts in Research: Theory, Fact, Data, Constructs, Inductive and Deductive Reasoning
- 1.5 Research Methods in Psychology: Descriptive, Correlational, Survey, Quasi-Experimental, and Experimental

2. Descriptive Methods

- 2.1 Observational Methods: Naturalistic Observation, Options When Using Observation, Laboratory Observation, Collecting Data Through Observation
- 2.2 Survey Methods: Survey Construction, Administering Survey Sampling Techniques: Population and Sample, Determination of Sample Size, Census and Sample Survey, Sampling Techniques, Sampling Error and Bias, Sampling Distribution and Central Limit Theorem

- 3. Quasi-Experimental and Experimental Methods**
 - 3.1 Essential Features of Experimental Research, Establishing Independent Variables, Measuring Dependent Variables, Controlling Extraneous Variables, Experimental and Control Groups, Validity of Experimental Research
 - 3.2 Conducting Quasi-Experimental Research, Quasi-Experimental Designs: Nonequivalent Control Group Designs, Pretest-Posttest Designs, Interrupted Time Series Designs, Internal Validity and Confounds in Quasi-Experimental Designs
- 4 Qualitative Research Approaches to Inquiry**
 - 4.1 Narrative Study, Phenomenology, Grounded Theory, Ethnography
 - 4.2 Case Study
 - 4.3 Focused Group Discussion (FGD)
- 5. Mixed Method Design**
 - 5.1 Definition of Mixed Method Design
 - 5.2 Linking Qualitative and Quantitative Research in One Design
 - 5.3 Classifications of Mixed Method Designs
 - 5.4 Four Major Types of Mixed Method Designs: Triangulation, Embedded, Explanatory,
 - 5.5 and Exploratory
- 6. Important Issues in Planning for Research**
 - 6.1 Preparing a Research Proposal: Running Head, Statement of Purpose, Title Page, Introduction, Literature, Method Section, Design, Instruments, Participants, Procedures, References, Appendices, Limitations
 - 6.2 Ethical Issues in Psychological Research and APA Ethical Codes: Ethical Guidelines for Research with Humans, Informed Consent and Special Populations, Use of Deception, Treating Participants Well, Research Ethics and the Internet, Ethical Guidelines for Research with Animals
- 7. Statistics in Psychological Research**
 - 7.1 Types of Tests: Parametric and Non-parametric Tests, Descriptive and Inferential Tests
 - 7.2 Score Transformations: Need for Transformed or Derived Scores, Types of Transformations: Linear Transformation, Non-Linear Transformation
 - 7.3 Simple, Bivariate or Zero Order Correlation, Positive versus Negative Correlation, Linear versus Non-linear Correlation, Low, Moderate, Strong, and Perfect Correlation, Scatter Diagram, Partial and Semi-Partial (or Part) Correlations
 - 7.4 Simple Regression, Method of Least Squares, Types of Regressions
 - 7.5 Multiple Regression Analysis, Meaning of Multiple Regression, Purpose of Multiple Regression, Assumptions of Multiple Regression, Partial Regression Co-efficient, Meaning of Beta, R^2 and Adjusted R^2 , R^2 Change, Tolerance and Multi-Collinearity
- 8. Basic Mediation**
 - 8.1 Confounder, Covariate, Mediator, Moderator
 - 8.2 Basic Rules for Mediation
 - 8.3 How to Do Basic Mediation An Example of Mediation with Experimental Data
 - 8.4 An Example of Null Mediation
 - 8.5 Sobel's z versus Reduction of the Basic Relationship

9. Basic Moderation

9.1 Categorical Variable Moderation

9.2 An Example of a Continuous Moderator

9.3 Simple Slopes of the Three Moderation Lines

9.4 The Interpretation of Various Interactional Patterns: The Fan Effect, The Triangle Pattern, The Funnel Pattern, The Crossover Pattern (Butterfly)

10. Dissertation and Report Writing

10.1 Writing Clearly

10.2 Avoiding Grammatical Problems

10.3 Reporting Numbers

10.4 Citing and Referencing

10.5 Typing and Word Processing

10.6 Organizing the Dissertation

10.7 Writing a Scientific Report Based on the Latest Publication Manual of APA

Readings

Ferguson, G. A., & Takane, Y. (2005). *Statistical analysis in psychology and education*. (6th Ed.). New York: McGraw-Hill Custom Pub.

Glaser, B. G., & Strauss, A. L. (1967). *The Discovery of Grounded Theory: Strategies for Qualitative Research*. Chicago: Aldine Publishing Company

Goodwin, K. A., & Goodwin, C. J. (2005). *Research in psychology: Methods and design*. (8th Ed.) Hoboken, NJ: John Wiley & Sons.

Jackson, S. L. (2016). *Research methods and statistics: A critical thinking approach*. (5th Ed.). Australia: Cengage Learning.

Jose, P. E. (2013). *Doing Statistical Mediation and Moderation*. New York: The Guilford Press.

Lodico, M. G., Spaulding, D. T., & Voegtle, K. H. (2010). *Methods in educational research: From theory to practice*. (2nd Ed.). San Francisco, CA: Jossey-Bass.

Siegel, S. & Castellan, Jr. N. J. (1988). *Non-parametric Statistics for the Behavioral Sciences* (2nd Ed.). NY: McGraw Hill.

IOPSY 505: Personnel Selection, Training and Placement

4 Credit Hours

1. Introduction to Selection, Placement and Training

- 1.1 Meaning of Personnel Selection
- 1.2 Placement and Training
- 1.3 The Planning of Human Resource Needs
- 1.4 Recruiting goals
- 1.5 Employee Placement
- 1.6 Need Assessment for Training

2. Assessment Methods for Selection and Placement

- 2.1 Job Related Characteristics
- 2.2 Psychological Tests
- 2.3 Biographical Information
- 2.4 Work Samples
- 2.5 Assessment Centers
- 2.6 Interviews

3. Recruitment and Selection

- 3.1 Factors that affect recruiting efforts
- 3.2 Constraints on recruiting efforts
- 3.3 Internal recruitment channels
- 3.4 External recruitment channels
- 3.5 Job application blanks
- 3.6 Inputs and challenges to selection
- 3.7 Selection: An overview

4. Performance Appraisal

- 4.1 Significance of Performance Appraisal
- 4.2 Performance Criteria
- 4.3 Methods of Assessing Job Performance

5. Training and Career Development

- 5.1 Setting Objectives
- 5.2 Steps to training
- 5.3 Training Design

6. Training Design and Career development

- 6.1 Training Methods
- 6.2 Delivery of a Training Program
- 6.3 Evaluation of Training
- 6.4 Career planning and Employee need

7. Practical Selection (Part 1)

- 7.1 Personality
- 7.2 Intelligence

8. Practical Selection (Part 2)

- 8.1 Aptitude
- 8.2 Interviews
- 8.3 Group discussion

Readings

Anastasi, A. (1979). *Fields of Applied Psychology*. McGraw Hill Inc. New York.

- Blum, M. L. and Naylor, J. C. (1968). Industrial Psychology. CSB Publishers, New Delhi, India.
- Chapanis, A. (1996). Human Factors in System Engineering. John Wiley and Sons Inc.
- Dunnette, M. D. (1966). Personnel Selection and Placement. Belmont, California : Wadsworth Publishing Co.
- Howell, W. C. and Dipboye, R. I. (1982). Essential of Industrial and Organizational Psychology, Homewood, Illinois: The Dorsey Press.
- McCormick, E. J. and Hagen, D. R. (1995). Industrial and Organizational Psychology, London, Routledge Publications.
- Miner, J. B. (1992). Industrial-Organizational Psychology. New York: McGraw-Hill International Edition.
- Saal, F. E. and Knight, P. A. (1995). Industrial/Organizational Psychology. Brooks/Cole Publishing Company. California. USA.
- Sultz, D. P. and Scults S. E. (1998). Psychology and Work Today. Prentice-Hall Inc. New Jersey. USA.
- Spector, P. E. (1996). Industrial and Organizational Psychology. John Wiley and Sons Inc. New York. USA.

IOPSY 506: Consumer Psychology

2 Credit Hours

1. Introduction to Consumer Psychology

- 1.1 Introduction
- 1.2 The impact of the digital revolution on consumer behavior
- 1.3 Marketing ethics and social responsibility
- 1.4 Consumer behavior and decision making are interdisciplinary
- 1.5 Consumer research paradigms
- 1.6 The consumer research process

2. Consumer Motivation

- 2.1 Motivation as a psychological force
- 2.2 Dynamics of motivation
- 2.3 Types and systems of motivation
- 2.4 The measurements of motives

3. Personality and Consumer behavior

- 3.1 Nature of personality
- 3.2 Psychology and understanding consumer diversity
- 3.3 Brand personality
- 3.4 Self and self-image
- 3.5 Virtual personality or self-image

4. Consumer attitude formation and change

- 4.1 What are the attitudes
- 4.2 Structural model of attitudes
- 4.3 Attitude formation
- 4.4 Strategies of attitude change

5. Social class, reference group and family influence on consumer behavior

- 5.1 What is social class

- 5.2 The measurement of social class
- 5.3 Social class mobility
- 5.4 Affluent and middle-class consumers
- 5.5 Arrival of “techno-class”
- 5.6 Selected consumer behavior applications of social class
- 5.7 Understanding the power of reference group
- 5.8 Celebrity and other group appeals
- 5.9 Socialization of family members
- 5.10 Family decision making and consumption-related roles

Readings

- Schiffman, L.G. and Kanuk, L.L. (2004). Consumer Behavior. 8th Edition.
- Miniard and Engel (2006). Consumer Behaviour. Blackwell, 10th Ed. Thomson Learning.
- Graves, P. (2010). Consumerology. Nicholas Brealey Publishing
- Ariely, D. (2010). Predictably Irrational: The Hidden Forces That Shape Our Decisions.

IOPSY 507: Professional Ethics and Values

2 Credit Hours

1. Introduction

- 1.1 Nature, concepts, and practices of ethics and values in industrial-organizational psychology all over the world

2. Ethical Theories

- 2.1 Deontological Theories
- 2.2 Immanuel Kant
- 2.3 Thomas Hobbes
- 2.4 John Locke and Natural Rights
- 2.5 John Rawls: A contemporary contractarian view
- 2.6 George Wilhelm Friedrich Hegel
- 2.7 Karl Marx
- 2.8 Consequentialist Theories
- 2.9 Jeremy Bentham
- 2.10 John Stuart Mill
- 2.11 Contemporary consequentialism

3. Values and Value Conflicts in the Professions

- 3.1 What is a profession
- 3.2 Attributes of professions
- 3.3 Professional work settings: professional-organizational conflict

4. Business Values

- 4.1 The Classical Free-enterprise Model
- 4.2 The classical liberal model of free-enterprise capitalism
- 4.3 Milton Friedman

- 4.4 Adam Smith
- 4.5 Critique of the classical free-enterprise model
- 4.6 The Revisionist Neo-liberal Free-enterprise Model
- 4.7 Antecedents of the revisionist model
- 4.8 Corporate power and the rise of managerialism
- 4.9 Neo-liberal political and economic theory
- 4.10 Corporate social responsibility (CSR) and the multiple stakeholder model
- 4.11 Critique of the revisionist social responsibility model
- 4.12 The transnational trump card
- 5. The Values and Ethics of Industrial-Organizational Psychology**
 - 5.1 The values model of I/O psychology
 - 5.2 I/O psychology as unscientific
 - 5.3 I/O psychology and the worker
 - 5.4 The humanist tradition and the scientist-practitioner model in psychology, Wanted
 - 5.5 A normative perspective---where are our ethics and values
 - 5.6 The demise of loyalty
 - 5.7 Job security
 - 5.8 Careers as we know them
 - 5.9 Unacknowledged value positions
 - 5.10 What ever happened to concern for the individual employee
 - 5.11 Employee rights, technical competence and societal consequences
- 6. Taking Moral Actions**
 - 6.1 The domain of moral actions
 - 6.2 Respect for people
 - 6.3 Fairness and justice
 - 6.4 Caring, beneficence
 - 6.5 Nonmaleficence
 - 6.6 Moral virtue or character
 - 6.7 Stage I: anticipating problems
 - 6.8 Stage II: a predecisional adult
 - 6.9 Stage III: a model for making ethical decisions and taking moral action

Readings

<https://www.apa.org/monitor/2008/03/ethics>

<https://www.apa.org/practice/guidelines/role-work-career>

Knapp, S. J. (2012). *APA Handbook of Ethics in Psychology. Vol. 1 & 2.* Washington DC, American Psychological Association

Lefkowitz, J. (2003). *Ethics and Values in Industrial-Organizational Psychology.* New Jersey, Lawrence Erlbaum Associates, Publishers

Lowman, R. L. (2006). *The Ethical Practice of Psychology in Organizations*. (2nd Ed.). Washing DC, Society for Industrial and Organizational Psychology (SIOP), Division 14 of APA

Lowman, R. L. and Cooper, S. E. (2018). *The Ethical Practice of Consulting Psychology*. Washington DC, American Psychological Association

IOPSY 508: Industrial Relations and Law

2 Credit Hours

1. Introduction

- 1.1 Nature, concepts and practices of industrial relations and labor law
- 1.2 Nature, theories and models of industrial relations
- 1.3 Nature, process, forms and theories and practices in industrial conflict and labor policies and legislation
- 1.4 Unionism in general as well as in Bangladesh context
- 1.5 Dispute settlement machinery in Bangladesh
- 1.6 Special emphasis is given on comparative industrial relations across nations and international influence on the pattern of industrial relations in Bangladesh

2. Bangladesh Labor Law

- 2.1 Introduction
- 2.2 Conditions of employment and service
- 2.3 Employment of juvenile workers
- 2.4 Maternity benefits
- 2.5 Health and hygiene
- 2.6 Safety
- 2.7 Special provisions relating to health, hygiene, and safety
- 2.8 Welfare
- 2.9 Working hour & Leave
- 2.10 Salary and wages
- 2.11 Worker compensation for injuries by Accidents
- 2.12 Trade union and industrial relations

3. National Occupational Safety and Health Policy (OSH) of Bangladesh

- 3.1 Introduction
- 3.2 Overall objective of the policy
- 3.3 Role of key stakeholders in OSH Improvement programs
- 3.4 Policy statement
- 3.5 Action programs for implementation
- 3.6 Strategy
- 3.7 Conclusion.

4. Company Law

- 4.1 Introduction
- 4.2 Constitution and incorporation
- 4.3 Share-capital

- 4.4 Management and administration
- 4.5 Winding up of a company
- 5. The Contract Act**
 - 5.1 Introduction
 - 5.2 Formation of contracts
 - 5.3 Enforcement of contracts
 - 5.4 Performance of contracts
 - 5.5 Termination of contracts

Readings

Bangladesh Labor Act 2006 (with Amendment 2013)

Bangladesh Labor Law Service Rules (2015)

<http://old.bdlaws.minlaw.gov.bd/index.php?page=html&language=english> Manuals on Law of Contract and Company Law

Rahman, M. H. (2009). Management of Occupational Safety Health & Environment. (1st Ed.) Dhaka, Adorn Publications

Sen, A. K. and Mitra, J. K. (1964). Commercial and Industrial Law. Kolkata, The World Press Private Limited

IOPSY 509: Engineering Psychology

2 Credit Hours

- 1. Introduction**
 - 1.1 Ergonomics and its nature
 - 1.2 History and Scope of ergonomics
 - 1.3 Man-machine system.
- 2. Equipment Design**
 - 2.1 Display design: Visual Display
 - 2.2 Auditory Display
 - 2.3 Tactual and Olfactory Display
 - 2.4 Control Design
- 3. Environmental Conditions**
 - 3.1 Illumination: The Nature of light
 - 3.2 Measurement of light
 - 3.3 The Effects of Lighting on Performance
 - 3.4 Climate: Heat Stress
 - 3.5 Psychological Effects of Heat Stress
 - 3.6 The Effects of Heat Stress on Performance
 - 3.7 Reducing heat Stress, Cold Stress
 - 3.8 Physiological Effect of Cold Stress
 - 3.9 Effects of cold stress on performance;
 - 3.10 Noise: The effects of Noise on Performance

- 3.11 Handling Noise Performance
- 4. Understanding Environmental Issues**
 - 4.1 Introduction
 - 4.2 Environment ecology
 - 4.3 Ecosystem
 - 4.4 Environmental pollution
 - 4.5 Greenhouse effect
 - 4.6 Understanding climate and global warming
 - 4.7 Smog
 - 4.8 Acid rain
 - 4.9 Ozone depletion
 - 4.10 Sustainable development
 - 4.11 Population and sustainable development
 - 4.12 Environmental policies in Bangladesh
 - 4.13 Environmental management standards
- 5. Physical Work and Manual Materials Handling**
 - 5.1 Human output and Control: Muscle Physiology, Work Physiology, Measures of Physiological Strain;
 - 5.2 Motor skills: Biomechanics of Human Motion, Control and Acquisition of Motor Responses, Speed and Accuracy of Movements

Readings

- Blum, M.L. and Naylor, J.C. (1968). Industrial Psychology. CSB Publishers, New Delhi, India.
- Chapanis, A. (1996) . Human Factors in System Engineering. John Wiley and Sons Inc.
- Rahman, M. H. (2009). Management of Occupational Safety Health and Environment. Adorn Publication, Dhaka, Bangladesh.
- Sanders and McCormick (1993). Human Factors in Engineering and Design. Mcgraw-Hill. Inc. New York, USA (7th Ed)
- Scultz. D.P. and Scults S.E. (1998). Psychology and Work Today. Prentice-Hall Inc. New Jersey. USA.
- Spector, P.E. (1996). Industrial and Organizational Psychology. John Wiley and Sons Inc. New York. USA.

IOPSY 510: Occupational Safety and Health Management

2 Credit Hours

- 1. Occupational Health Management**
 - 1.1 Introduction, Aim of occupational health
 - 1.2 Hazards in workplace
 - 1.3 Prevention of occupational diseases

2. Industrial Hazard

- 2.2 Introduction
- 2.3 Hazard defined
- 2.4 Hazard-accident model
- 2.5 Hazard categories and classification
- 2.6 Hazard control
- 2.7 Some definitions

3. Industrial Accidents: Causes and Effects

- 3.1 Introduction
- 3.2 Accident defined
- 3.3 Causes of accidents
- 3.4 Basic elements of accidents
- 3.5 Implication of accidents
- 3.6 Minimization of accident losses

4. Accident Prevention Techniques

- 4.1 Introduction
- 4.2 Accident prevention necessity
- 4.3 Accident prevention procedures
- 4.4 Different methods of accident prevention
- 4.5 Steps for accidents prevention
- 4.6 Safety: how to implement? Agencies to promote accident prevention
- 4.7 Parameters for establishing safety culture
- 4.8 Safety culture and safety performance

5. Safety Management

- 5.1 Introduction
- 5.2 Safety defined
- 5.3 Necessity of Safety
- 5.4 Safety aspects: Safety management
- 5.5 Activities of safety management
- 5.6 The Safety triangle
- 5.7 Safety organization
- 5.8 Elements and characteristics of Safety Management System (SMS)
- 5.9 Legal framework of safety and health in Bangladesh

Readings

Rahman, M. H. (2009). Management of Occupational Safety Health and Environment. Adorn Publication, Dhaka, Bangladesh.

IOPSY 511: Internship
6 Credit Hours

The internship is designed to enhance the development of competencies and professionalism and to be the culminating experience of the student's program. The internship occurs at or near the end of the student's formal training. The internship is the joint responsibility of the Industrial-Organizational Psychology Program and the participating internship field placements. The internship settings are selected on the basis of their appropriateness relative to the specific training objectives of the program and with sensitivity to the student's professional background and goals. The daily supervision of interns is conducted by approved field supervisors in concert with Industrial-Organizational Psychology Program faculty. The field-based internship supervisors are either certified Industrial-Organizational Psychology, or licensed psychologists. The field-based internship supervisors are responsible for no more than two interns at any given time. The University of Dhaka internship supervisor is responsible for no more than 5 interns at any given time. Further, the university-based supervisor maintains an on-going relationship with the field-based internship supervisors. To be eligible for internship, the student must have completed all required coursework with no remaining incomplete courses. Students are considered to have full-time commitments throughout the 2 months of internship (e.g., 5 days a week) amounting to at least 200 ($5 \times 5 \times 4 \times 2$) clock hours of supervised experiences relevant to the practice of Industrial-Organizational Psychology of which a minimum of 120 hours must be in a school setting.

IOPSY 512: Thesis
6 Credit Hours

As a requirement for the MS in Industrial-Organizational Psychology, each student with a minimum CGPA of 3.00 on a scale of 4.00 in BS will have to conduct an independent research under the supervision of a faculty of Industrial-Organizational Psychology in the Department of Psychology. The research topic must be relevant to Industrial-Organizational Psychology in particular and Psychology in General so as to link the theoretical aspects of research with the practical field. Each student must submit a thesis report to the examination committee and s/he has to defend thesis before the examination committee in presence of other teachers and students. The student will be judged on the basis of his/her understanding of basic principles of research, data analysis, interpretation of results, and scientific report writing. Thesis report will be evaluated according to the existing university rules with two external examiners.

SPSY 513: Seminar
2 Credit Hours

As a requirement for the MS in Industrial-Organizational Psychology, each student will have to demonstrate his/her comprehensive theoretical knowledge and ability to link theory with Industrial-Organizational Psychology practices through a seminar on a topic related to this field. This course is designed to allow students to dive into an academic topic, problem, or issue of individual interest. Students will further develop skills they acquired previously in their education by accessing, analyzing, and synthesizing information as they address their topic of interest. The course culminates in a presentation before an assorted audience including the examination committee. A student will be judged on the basis of his/her presentation skill, conceptual clarity and quality of response to the questions, queries, and comments posed by the members of the examination committee and other audience.

IOPSY 514: Viva Voce
2 Credit Hours

Viva voce or oral examination involves a process of verbal interaction between a panel of examiners and a student. As a requirement for the MS in Industrial-Organizational Psychology, each student will have to take oral examination where s/he has to answer questions in such a way as to demonstrate sufficient knowledge of the subjects s/he has already studied throughout the professional MS program. It does not stand alone as an assessment tool. Rather, it provides information that is supplementary to that derived from a written examination. Examiners will assign scores based on student's depth and quality of content knowledge, communicative ability, fluency in speaking, coherence of ideas, and nonverbal strategies.