Progressive Education Society's

Modern College of Arts, Science and Commerce (Autonomous)

Ganeshkhind, Pune 411016

<u>MA-II (PSYCHOLOGY)</u>
<u>SEMESTER- IV</u>

CLINICAL SPECIALIZATION
INDUSTRIAL AND ORGANIZATIONAL
SPECIALIZATION

SEM		Mandatory	Electives	RP
IV	Common	**PSY64103** Areas in Counselling	**PSY64105** Interventions in Child Psychology	**PSY64106** Practicum
	Clinical	**PSY64101** Psychotherapies **PSY64102** Psychopathology-Advanced		
	Industrial/ Organisational	**PSY64104** Human Resource Management **PSY64107** Organizational Development		

Core Paper-1

AREAS OF COUNSELING

OBJECTIVES:

At the conclusion of this course, students will be able to:

1. Know the application of counseling at educational and career setting

2. Understand the counseling at workplace setting

3. Engage with the counseling at clinical setting

4. Study the counseling in special situations

UNIT 1: COUNSELING IN THE EDUCATIONAL SETTING

1.1. School counseling: School counselor, his role and responsibilities, system of school counseling,

1.2. Counseling for Emotionally Disturbed children, ADHD, LD

1.3. College and career counseling, Career theories

1.4. Campus recruitment and training programs

UNIT 2: COUNSELING AT WORKPLACE SETTING

2.1. Workplace counseling, nature and skills

2.2. Models of workplace counseling

2.3. Occupational stress-Theoretical models of stress

2.4. Workplace counseling in India

UNIT 3: COUNSELING IN CLINICAL SETTINGS

3.1. What is Psychological First Aid? Its applications, PFA for Students and Teachers

3.2. PTSD, Grief Counseling

3.3. Counseling the Terminally Ill, geriatric counseling

3.4. Rehabilitation counseling in the Hospital

UNIT 4: COUNSELING IN SPECIAL SITUATIONS

4.1. Relationship counseling, social Injustice Issue counseling

4.2. Addiction counseling, anger control

4.3. Suicide counseling, nature, definition and types, prevention

4.4. Modern Trends in counseling- Life Coaching, Mentoring, Consulting, Training

Readings:

- Berman, Pearl and Shopland Susan (2005). Interviewing and Diagnostic Exercises for Clinical and Counselling Skills Building. Lawrence Erlbaum

- Chen, Mei-whei and Giblin, Nan J. (2018).Individual Counselling and Therapy: Skills and Techniques (3rd Edn).Taylor and Francis

- Dryden, Windy; Feltham, Colin (2006). Brief Counselling : A Practical Integrative Approach (2nd Edn). Open University Press

- Feltham, C., & Hanley, T; Winter L. A. (2017). The Sage handbook of Counselling and psychotherapy(4th Edn). Sage Publications.

- Gibson, Robert L. and Mitchell, Marianne H. (2015). Introduction to Counseling and Guidance (7th Edn.). Pearson

- Gladding, S. T. (2018). Counselling: A Comprehensive profession (9th Edn). Pearson

- Jones, R. N. (2012). Basic Counsellings Skills: A helper's manual (3rd Ed.). Sage Publications.

- Palmer Stephen and Bor Robert (2008). The Practitioner's Handbook: A Guide for Counsellors, Psychotherapists and Counselling Psychologists. Sage

- Patterson, L.E. and Welfel, E. R. (2000). The Counselling Process (5th Edn). Wadsworth

- Rao, S. N. (2006). Counselling and Guidance (2nd Edn). Tata McGraw Hill

- Singh, K. (2007). Counselling skills for managers. New Delhi: Prentice Hall of India.

- Soundararajan, Radhika (2012). Counselling: Theory, Skills and Practice. Tata Mcgraw Hill Education Private Limited.

Core Paper-2
PRACTICUM

GENERAL INSTRUCTIONS:

    (a) Each batch of practicum should consist of maximum 8 students and a separate batch will be formed if this number exceeds even by one.

    (b) Workload for each batch will be equivalent to 8 lecture periods.

    (c) Each student should study clinical cases in a hospital / clinic / correctional institution / NGO set up; one teacher supervisor should accompany a group of students.

    (d) Eligibility for the Practicum Examination is subject to Certification of Practicum by teacher-in-charge and HOD.

PRACTICUM ASSESSMENT (100 MARKS)

a. Continuous (Internal) Assessment and Distribution of Marks (50 Marks).

1. Presentation of one case report and viva (latest by five weeks from the commencement of the semester)-15 marks.

2. Hypothetical case (one) analysis-10 marks.

3. Presentation of another case and viva (latest by ten weeks from the commencement of the semester)-15 marks.

4. Overall performance (e.g. regularity, sincerity, quality of work etc.) and variety of disorders.- 10 marks

b. Semester-End Examination (SEE)- 50 Marks.

1. External Examination will be conducted by two examiners, one internal and one external, appointed as per the rules of Savitribai Phule Pune University.

2. Each batch will consist of only 8 students

3. Duration of examination for each batch will be 4 hours.

4. Hypothetical problems will be prepared by the External Examiner.

5. Marks for Viva and Exercise Report will be given by both examiners and average marks will be considered as final marks of the candidate.

6. There will be no presentation of cases before the external examiner.

7. Assessment of analyses of hypothetical case analyses will be done by External Examiners only.

8. Remuneration for External Examination will be equally divided between the two examiners.

9. Those who are appointed as external examiners for any of our university exam will not take up other activities or programs in the same time. If they are found to be missing during this important task this matter is cognizable as an administrative offence.

Break –up of 50 marks for external examination will be as follows:

1. Analysis of 2 hypothetical problems and its reports (20 marks, i.e.10 marks each)-1 ½ hours.

2. Viva -15 marks

3. Practicum reports-15 marks

CLINICAL PSYCHOLOGY

Paper-3

PSYCHOPATHOLOGY-ADVANCED

OBJECTIVES:

At the end of this semester, students would be able to:

1. Know the personality disorders

2. Identify the classification of the symptoms of mental disorder

3. Understand the causes, criteria of abnormal behaviour

UNIT 1: PERSONALITY DISORDERS

1.1. Cluster-A- Characterized by odd and eccentric behaviors

1.2. Cluster-B- Characterized by dramatic, emotional and erratic behaviors

1.3. Cluster-C- Characterized by anxious or fearful behaviors

1.4. DSM-5 Personality assessment

UNIT 2: SEXUAL DYSFUNCTIONS. GENDER DYSPHORIA, PARAPHILIC DISORDERS

2.1. Sexual Dysfunctions - Causes, symptoms and treatment

2.2. Gender Dysphoria - Causes, symptoms and treatment

2.3. Paraphilia- Causes, symptoms and treatment

2.4. DSM-5 criteria for different sexual dysfunctions, gender dysphoria and paraphilia

UNIT 3: SCHIZOPHRENIA SPECTRUM AND OTHER PSYCHOTIC DISORDERS

3.1. Schizophrenia - Introduction and historical perspective

3.2. Positive and negative symptoms of schizophrenia

3.3. Other psychotic disorders

3.4. DSM-5 criteria for schizophrenia

UNIT 4: NEURODEVELOPMENTAL, NEUROCOGNITIVE AND SLEEP-WAKE DISORDERS

4.1. ADHD, LD, Autism

4.2. Major and mild Neurocognitive disorders – Parkinson's, Huntington's, Alzheimer's disease

4.3. Sleep-wake disorders

4.4. DSM-5 criteria for neurocognitive disorders

Readings:

- Barlow, David H.; Durand, Mark V.; Hofmann, Stefan G. (2018). Abnormal Psychology: An Integrative Approach (8th Edn). Cengage Learning
- Butcher, James N.; Hooley, Jill M.; Mineka Susan (2020). Abnormal Psychology (17th Edn.). Pearson
- Comer, Ronald J; Comer, Jonathan S. (2018). Abnormal Psychology (10th edn). Worth Publishers
- Dozois, David J. A. (2019). Abnormal Psychology: P E R S P E C T I V E S (6th Edn). Pearson
- DSM-5 (2013) Diagnostic and Statistical Manual of Mental Disorders (5th Edn). American Psychiatric Association
- Hooley, Jill M.; Butcher, James N.; Nock, Matthew K.; Mineka Susan (2017). Abnormal Psychology (17th Edn). Pearson ICD-11 (2018). New International Classification of Diseases (ICD-11). The World Health Organization (WHO). Geneva
- Kearney, Christopher A.; Trull, Timothy J. (2018). Abnormal Psychology & Life: A Dimensional Approach (3rd Edn). Cengage Learning
- Morrison, James (2014). DSM-5® Made Easy: The Clinician's Guide to Diagnosis. THE GUILFORD PRESS
- Nevid, Jeffrey S.; Rathus Spence A.; Greene Beverly (2018). Abnormal Psychology: In a Changing World (10th edn). Pearson
- Nolen-Hoeksema, Susan (2013). Abnormal Psychology (6th Edn). McGraw-Hill
- Sadak, B. J.; Sadok V. A.; Ruiz Petro (2015). KAPLAN & SADOCK'S Synopsis Of Psychiatry: Behavioural Sciences/Clinical Psychiatry (11th Edn). Wolters Kluwer

- Sue David, Sue Derald Wing, Sue Diane, Sue Stanley (2016). Understanding Abnormal Behavior (11th Edn). Wadsworth Publishing

Paper-4
PSYCHOTHERAPIES

OBJECTIVES:

After completion of this course the students will be able to:

1. Understand what psychotherapy is, what are its ingredients, and therapist skills.

2. Identify, compare varieties of psychotherapies and identify the best kind of psychotherapy.

3. Practice the activities that are conducted by psychotherapists in the initial phase such as establishing working relationships, evaluating problems, making diagnosis, and estimating prognosis.

4. Describe and evaluate the process and techniques of various psychotherapies.

UNIT 1: INTRODUCTION TO PSYCHOTHERAPIES AND PSYCHOANALYTIC APPROACH

1.1 Nature, Definition and Objectives of Psychotherapies, Therapeutic Process

1.2 Basic Psychotherapeutic Skills, Characteristics of Good Therapist and Client

1.3 Psychoanalytic Therapies: Classical & Modern

1.4 Transactional Analysis

UNIT 2: PSYCHOTHERAPIES - I

2.1 Basic assumptions and various forms of behavior therapy

2.2 Systematic Desensitization, eye movement desensitization and reprocessing EMDR & Flooding, Implosive Therapy, DBT

2.3 Aversive Therapy, Biofeedback Technique, Assertiveness Training, Psychodrama

2.4 Autogenic Psychotherapy, Brief therapy, Core process psychotherapy

UNIT 3: PSYCHOTHERAPIES - II

3.1 Cognitive Therapies: Beck's Cognitive Therapy, REBT,

3.2 Roger's Client Centered Therapy

3.3 Gestalt Therapy and Logo Therapy

3.4 Lazarus Multimodal Therapy

UNIT 4: PSYCHOTHERAPIES – III

4.1 Eastern Therapies: A) Vipassana, Zen Buddhism, Mindfulness B) Islam &

Sufism, C) Yoga Therapy

4.2 Feminist Psychotherapy and Narrative Therapy

4.3 Family Therapy, Group therapy,

4.4 Arts Based Therapies and Play Therapy

Readings:

- Ajay, S. (1989). Psychotherapy: East and West. Hinsdale, Penn.: Himalayan International Inst.

- Beck, A.T. (1976). Cognitive therapy and behavior disorders. Cliffs, N.J.: Prentice-Hall.

- Brown, C & August-Scott, T (2007) "Narrative Therapy". Sage Publications.

- Butcher J.N; Mineka Susan; and Hooley Jill M. (2014) Abnormal Psychology (15th Ed.) Dorling Kindersley (India) Pvt. Ltd. of Pearson Education.

- Capuzzi, D., & Gross, D.R. (2008). Counseling and Psychotherapy: theories and interventions 4thEdn. Pearson Education: India.

- Corey, G. (2008). Theory and practice of group counseling. Thomson Brooks/Cole: Belmont CA

- Corsini, R.J. & Wedding, D. (Eds.) (1995). Current psychotherapies. Itasca, Ill.: F.E. Peacock.

- Ellis, A. & Harper, A. (1975). A new guide to rational living. Englewood.

- Gregory, R.J. (2005). Psychological Testing (4th Ed.). Delhi: Pearson education Pvt. Ltd.

- Nelson R. , Jones (2009). Theory and Practice of Counselling and Therapy (4th Ed). Sage Publication.

- Prochaska, J.O., & Norcross, J.C. (2007). Systems of psychotherapy: a transtheoretical analysis. 6th Edn. Thomson Brooks/Cole: Belmont, CA: USA.

- Rama,S. Ballentine, R. &Ajaya, S.(1976). Yoga and psychotherapy

- Hinsdale, PA: Himalayan International Inst.

- Richard S. Sharf (2012) Theories of Psychotherapy & Counseling - Concepts and Cases, 5th Edition, BROOKS/COLE, CENGAGE Learning.
- Rimm, D.C. & Masters, J.C. (1987). Behavior therapy: Techniques and empirical findings. New York: Harcourt, Brace, Jovanich.
- Stewart, I. (2000). Transactional analysis counseling in action. Sage.
- Veereshwar, P. (2002). Indian systems of psychotherapy. Kalpaz publications
- Verma, L. (1990). The management of children with emotional and behavioral difficulties. Routledge.
- Watts, A. W. (1973). Psychotherapy: East and West. Penguin books.
- Woolfe, R. & Dryden, W. (Eds.) (1996). Handbook of counseling psychology. Sage.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Paper-3

HUMAN RESOURCE MANAGEMENT

OBJECTIVES:

To acquaint the students with:

1. Nature and Scope of HRM

2. Significance and methods of training and development

3. Industrial relations and strategic HR

UNIT 1: INTRODUCTION TO HUMAN RESOURCE MANAGEMENT

1.1. Nature, Scope and Context of HRM

1.2. HR Challenges in Global and Indian Scenario

1.3. HR for Corporate Excellence

1.4. Contemporary Issues in HR, International HR ,e-HR

UNIT 2: DEVELOPMENT OF HUMAN RESOURCE

2.1. Training: Assessing training needs, development and evaluation of training programs

2.2. Training Methods: Classroom instructions, On-the-job training, apprenticeship, business games and in-basket training

2.3. Career development and planning, succession planning.

2.4. Buying, borrowing and building talent

UNIT 3: IMPLEMENTING HR

3.1. Impact of Attitudes: OCB job satisfaction, Employee Engagement, job involvement,

3.2. Ethical Issues in HRM

3.3. Knowledge Management and HR: Meaning and need, knowledge management process, Knowledge management deficits ,

3.4. Human Resource Information System (HRIS): Uses, major function, steps in implementing HRIS, evaluation of HRIS.

UNIT 4: INDUSTRIAL RELATIONS AND STRATEGIC HR

4.1. Industrial Relation: Labour relation, trade unions, resolving disputes

4.2. Collective Bargaining

4.3. HR Audit: Concept and Methodology of HR Audit

4.4. Strategic HR and HR Score card

Readings:

- Beardwell Julie and Thompson Amanda (2017). Human Resource Management: A Contemporary Approach (8th Edn). Pearson (ecopy)

- Cascio, W.F. (2006). Managing human resources: Productivity, quality of work life, profits. Tata Mc-Graw-Hill

- Decenzo, D.A. and Robbins, S.P. (1988). Personnel / human resource management. (3rd ed.). Prentice Hall

- Dessler, G. (2008). Human resource management, 10th ed. Dorling Kindersley India Pvt. Ltd.

- French, W.L.; Bell, C.H.; & Zawacki, R.A. (2006). Organization development and transformation: Managing effective change. Tata Mc-Graw Hill.

- Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). Organizational behaviour and management. Tata McGraw Hill.

- K. Ashwathapa (2008). Human Resource Management. 5th edition. Tata McGraw-Hill

- Noe, R.A.; Hollenbeck, J. R.; Gerhart, B. & Wright, P.M. (2006). Human Resource Management. N.D.: Tata McGraw Hill

- Pareek U. and Rao T.V. (2003). Designing and Managing Human Resource System. Oxford and IBH

- Pattanayak B. (2005) Human Resource Management. 3rd Edn. Prentice Hall

- Rao T.V. (1999). HR Audit: Evaluating the human resource functions for business improvement. N.D.: Response Books [A Division of SAGE Pub.]

- Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). Organizational behaviour. N.D.: Pearson Prentice Hall.

- Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8th ed.N.D.: Pearson Edu.

Paper-4

ORGANIZATIONAL DEVELOPMENT

OBJECTIVES:

To acquaint the students with:

1. Organizational change and its impact on individual employees,

2. Knowledge of various OD interventions.

3. Importance of various OD interventions.

4. Emerging/Future trends in OD

UNIT 1: FOUNDATIONS OF ORGANIZATIONAL DEVELOPMENT

1.1. Meaning and Nature of OD, Values, assumption and beliefs in OD, Systems theory of OD.

1.2. Approaches to OD: Laboratory training stem, survey research & feedback stem; action research stem; Socio- technical and socio-clinical stem

1.3. Organizational Change: Meaning, forces for change, Resistance to change, overcoming resistance to change, Change Management.

1.4. Theories for Planned Change

1.4.1. Lewin`s three- step model.

1.4.2. Kotter`s eight- step plan.

1.4.3. Burke-litwin Model.

1.4.4. Porras & Robertson.

UNIT 2: PROCESS OF OD INTERVENTION

2.1. OD Diagnosis: Diagnosis of the system and process. Six-Box model.

2.2. Programme management component: phases, a model for change management, Parallel learning structures.

2.3. OD Interventions: Nature, guidelines, classifications.

2.4. OD Interventions for Indian organization.

UNIT 3: TYPES OF OD INTERVENTIONS-I

3.1. Team Intervention: characteristics of effective team, formal team building meeting, formal group diagnostic meeting, process consultation method, Gestalt approach

3.2. Techniques and Exercises used in Team Building, Role-focused OD intervention

3.3. Third-Party Peace-making Intervention, Walton's approach, principled negotiations, two person conflict management organizational mirroring & partnering.

3.4. Structural Interventions: self-managed teams MBO, Quality Circles, total quality management, re-engineering.

UNIT 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. Emerging trends in OD in 2020 and beyond/ Future trends in OD: New Behaviour. Technologies: Managing change in Digitalization, Use of Mobiles, Breakthrough of AI.

Readings:

- Cascio, W.F. (2006). Managing human resources: Productivity, quality of work life, profits 7 th ed. N.D.: Tata McGraw-Hill

- Dessler, G. (2008). Human resource management, 10th ed. Dorling Kindersley India Pvt. Ltd.

- French, W.L. & Bell, C.H. (1999). 6th ed. Organizational development: Behavioral science interventions for organization improvement. Prentice-Hall.

- French, W.L.; Bell, C.H.; & Zawacki, R.A. (2006) Organizational development and transformation: Managing effective Change. Tata McGraw Hill

- Greenberge, J. & Baron, R.A. (2005). Behaviour in organizations (8th ed). Pearson Education.

- Ivancevich, J.M.; Konopaske, R. & Matteson, M.T. (2005). Organizational behaviour and management. Delhi: Tata Mc-Graw Hill.

- McGill, M. E. (1997). Organizational development for operating managers. (AMA-OH) A division of American Management Assn.

- McShane, S.L. & Von Glinow, M.A.(2000). Organizational Behaviour: Emerging realities for the workplace revolution. Tata McGrawHill.

- Pareek, U. and Rao, T.V. (2003). Designing and managing human resource systems. Oxford & IBH.

- Ramanarayan, S.; Rao T.V. & Singh K. (eds) (1988) Organizational development: interventions and Strategies (2007 reprint):Response Book (a division of Sage Publication)

- Robbins, S.P.; Judge, T.A.; & Sanghi, A. (2009). Organizational behaviour. N.D.: Pearson Prentice Hall .

- Schultz, D. and Schultz, S. E. (2006). Psychology and work today. 8th ed. N.D.: Pearson Edu.