

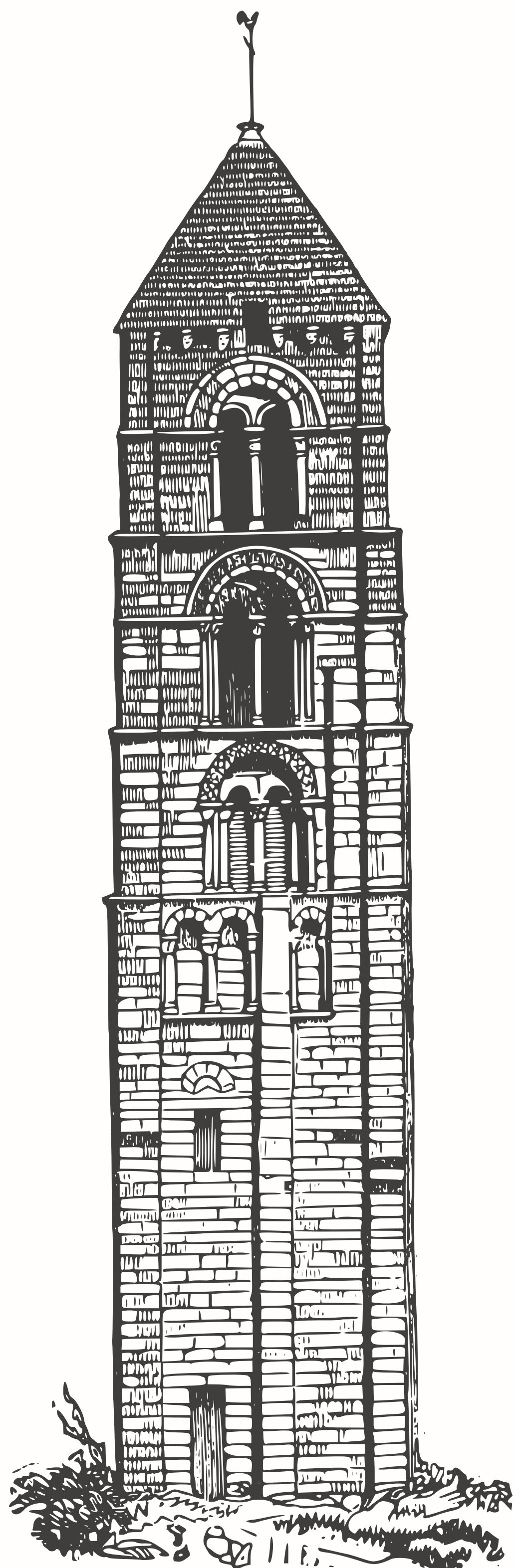


Department of Applied Psychology and Counseling Centre, University of Mumbai

Industrial Psychology Placement Brochure

2019-2021

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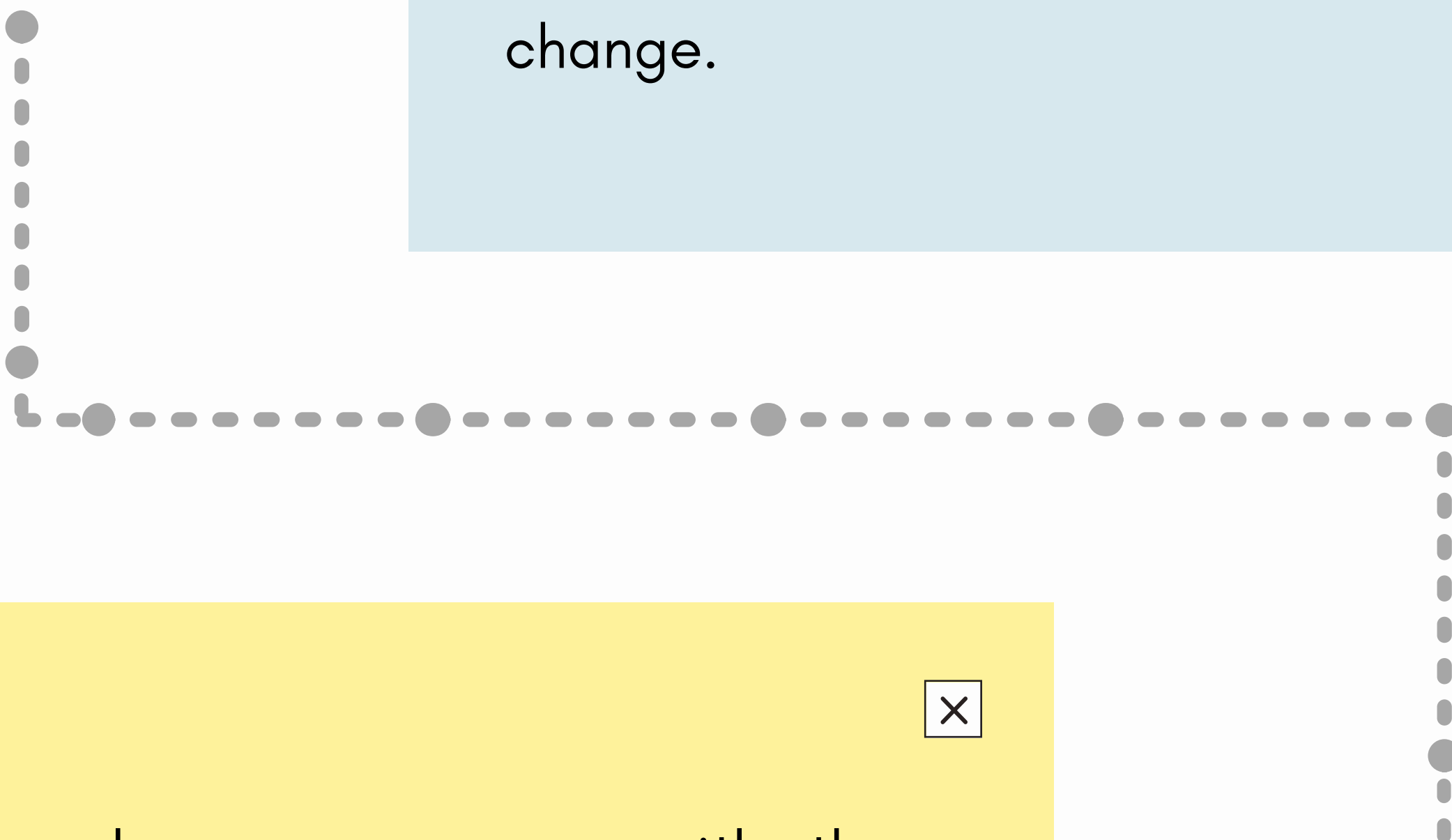




To function as professional and socially conscious psychologists and behavioural scientists who achieve excellence in knowledge generation, serve the society by making innovative contributions in the field of mental health and actively participate in the documentation and process of social change.



Save



To prepare human resources with the capacity for knowledge creation with cutting-edge research of human behaviour, to initiate socially relevant action and evolve into competent professionals across contexts.



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About Us

The University of Mumbai (MU) is one of the largest and oldest institutes of higher learning governed by the state of Maharashtra. It has two campuses- Vidyanagari and Fort and sub-campuses/centres at Ratnagiri, Thane and Kalyan, with 60 University Departments & Institutes and 749 affiliated colleges. MU has established its name in industrial & international collaborations and runs various professional courses. Over the course of years, MU has managed to churn out some of the most notable alumni in a wide variety of fields and disciplines; Dr. B. R. Ambedkar, Prof. M. S. Raghunathan, Ravi Shastri, Sucheta Dalal, Ajay Piramal, and Aishwarya Rai Bachchan are part of the list of notable alumni.

The University Department of Applied Psychology of Mumbai was founded in 1959- at a time when psychology as a discipline was gaining pace in the educational ground of India. Since its inception, the department has evolved from an experimental based course to an application based course which seeks to employ psychological principles and concepts to the everchanging, dynamic systems that we live in currently. The course curriculum is designed with the aim to develop competence among students to assimilate theoretical knowledge and practical skills to cater to the demands of the society.

The department offers a Masters degree in psychology with four electives to choose from during the second year- Clinical, Counselling, Industrial and Social. The department's activities also extend to the community through its Counselling Centre, where people can seek career guidance, counselling and psychotherapy. The professors are constantly engaged in research projects with an aim to benefit the society at large.

The University and the Department of Applied Psychology courageously take up the intimidating task of leading the present generation into the high-powered and audacious world as efficient individuals.



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From The Dean Of Humanities

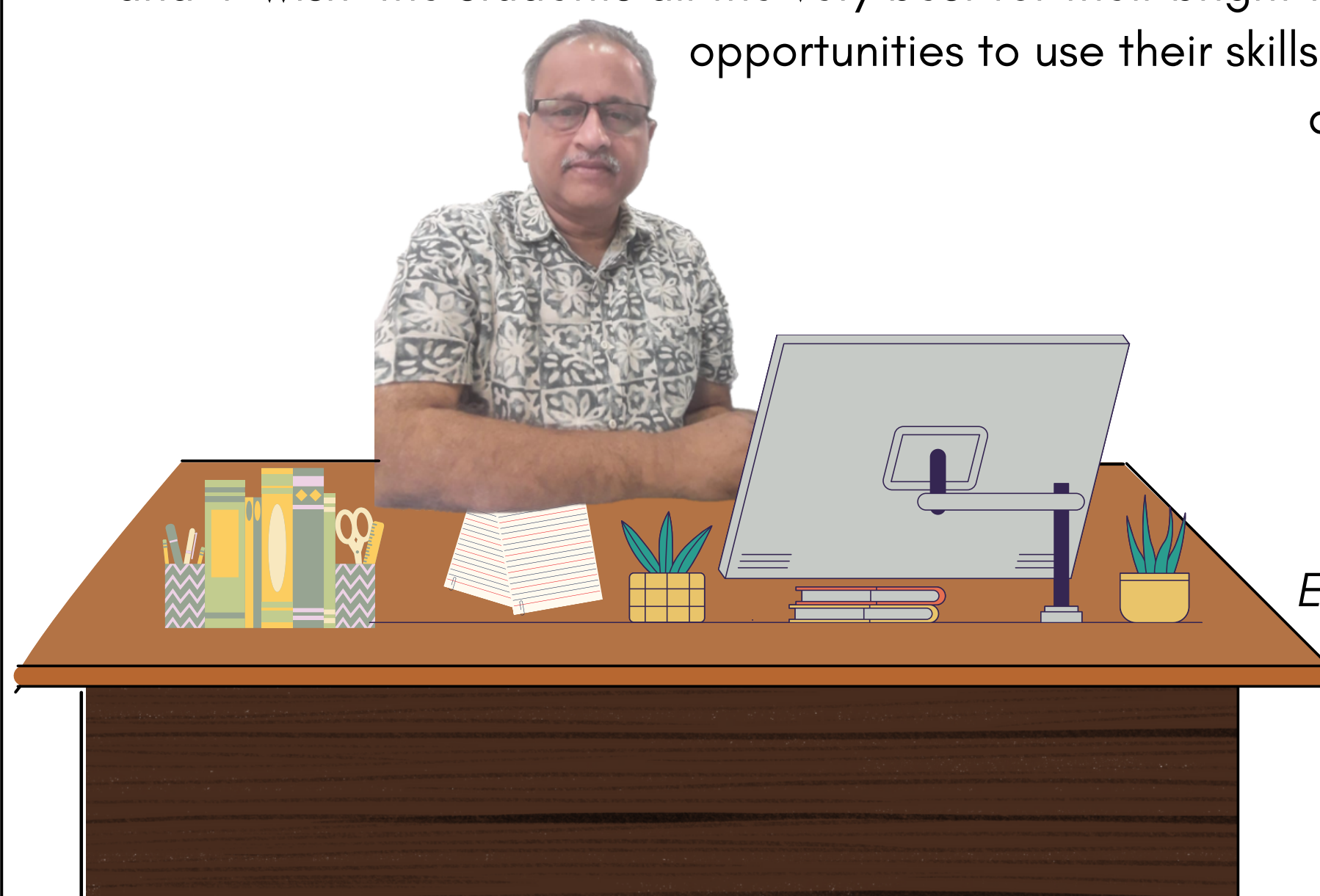


The Department of Applied Psychology and Counselling Centre has always been a source of pride for the University of Mumbai. Since my days as a young faculty of the Department of Civics and Politics in 1991, I have seen this department's growth in leaps and bounds. Although I was not part of this department directly, but having a background in the subject of Psychology at University of Poona at Pune, I was often attracted to the activities of this department, which developed a keen interest and enthusiasm in me. I have been involved with it on numerous occasions during the tenure of various previous Heads of the Department, including Prof. P.A. Bhagwatwar, Prof. C.G. Deshpande, Prof. Manisha Sen, Dr Gautam Gawali and Prof. Priscilla Paul. The present Head of the Department, Prof. Satishchandra Kumar, has continued this legacy of academic rigour and driven it further into an interdisciplinary approach by collaborating with other disciplines of social sciences, humanities and literature.

After my return as Dean, Humanities, I observed the Department of Applied Psychology and Counselling Centre's academic outreach to the outside world through the collaborative effort of the faculty. The department has opened a wide spectrum of counselling and academic opportunities through institutional collaborations and introducing a number of Certificate Courses like Peace Studies through the Mahatma Gandhi Peace Centre, and online-assistance to Covid-19 affected people in and around Mumbai. Thus, I have witnessed the growth and development of this department for about the past three decades.

For over 2 decades, they have planned, designed and executed the completion of placement brochures, every year without fail. I admire how they continue to successfully march onwards, while coping with the challenges of changing modern tools and techniques of socio-economic needs and development. The Placement Brochure itself showcases how they cater to all stakeholders of the university. I wish them all the best for unbeaten academic as well as career endeavours with zeal of social responsibilities; and I wish the students all the very best for their bright futures. I hope they find many

opportunities to use their skills and knowledge for the growth and benefit of the organization and society at large.



Professor Rajesh S. Kharat

Dean of Humanities,

University of Mumbai

Fort Campus, Mumbai

Email-dean.humanities@mu.ac.in

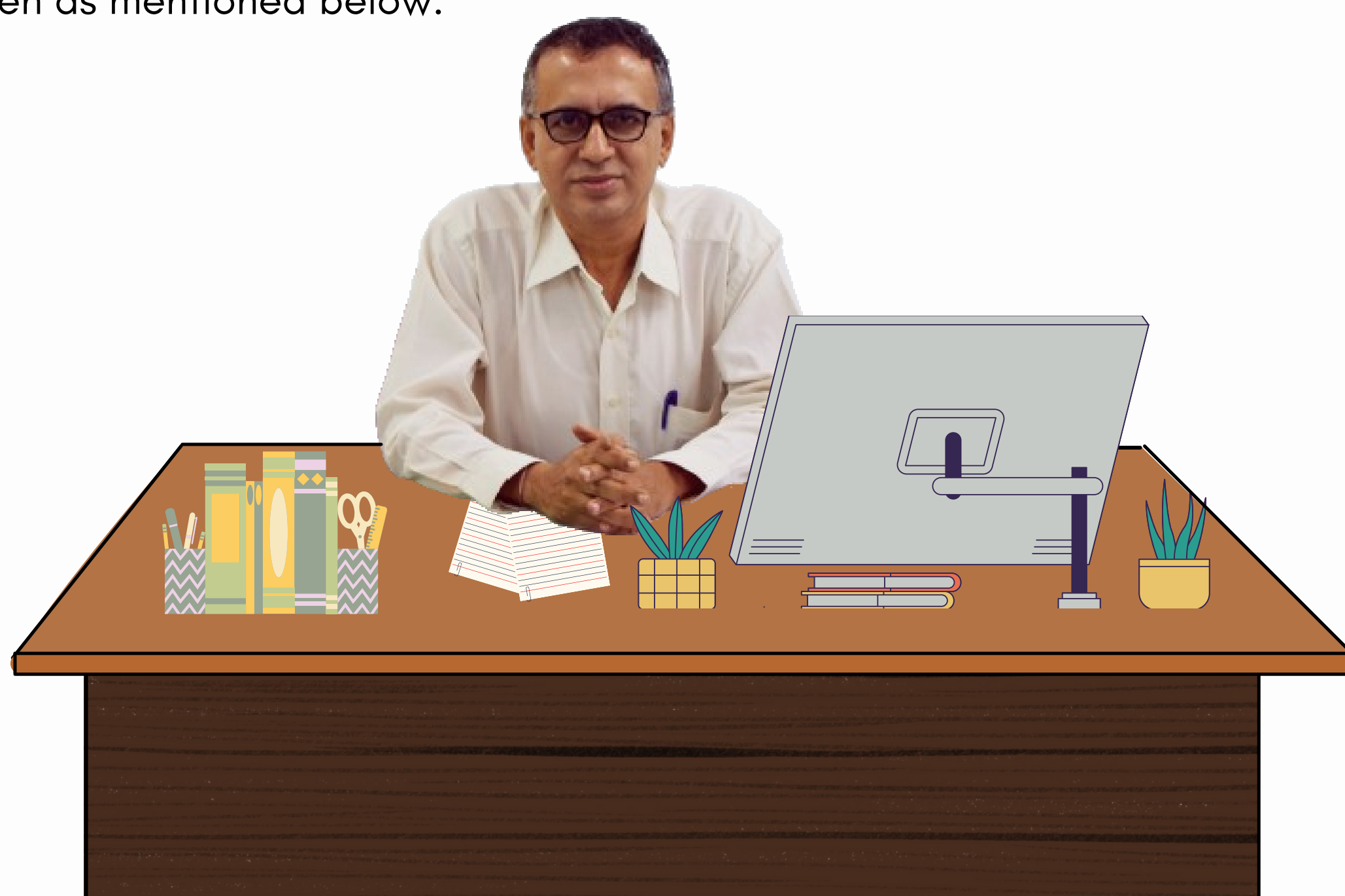
From HOD's Desk



As one of the top five professions of this century, Psychology has become a field that touches every aspect of the human life. Whether it be a stage of an individual's life, from womb to tomb, or a facet of an adult's daily life, from work to personal, Psychology has a specialization that endeavors to understand every single aspect. In its presence of more than 100 years in India, the field of Psychology has seen exponential growth, shifting the focus from illness (deficits) approach to wellness (assets) approach. The first department of psychology in India was started in a Mumbai-based college in 1914, followed by a department of psychology in Calcutta University in 1916.

Since its establishment on 26th July 1959, the Department of Applied Psychology and Counselling Center, University of Mumbai has produced hundreds of applied professionals from Clinical, Counselling, Industrial and Social Psychology who have reached the echelons in their fields, both nationally and internationally. Placed in the corporate sector, the alumni of Industrial Psychology are in various top management positions making a difference in the world of work. The alumni are in Industry, Academia, Non-government organizations, and Consultancies.

The department offers a two-years Master's program divided into four semesters, with the Choice Based Credit System (CBCS) allowing students to choose from four specializations in psychology: Industrial and Organizational (I-O) Psychology, Clinical Psychology, Counselling Psychology, and Social Psychology. It offers a 100-credit course consisting of core papers, electives, inter/cross-disciplinary papers, ability enhancement papers and research-based projects. The MA program is one of the most sought out courses in India and is appreciated in India as well as abroad, providing students a strong foundation of psychological theory, laboratory training, as well as field experience. This placement brochure is the 24th consecutive year that the Industrial Psychology students of the department have taken out presenting the overview of their course, experience, exposure and activities undertaken as mentioned below.



The continuously revised syllabus of I-O Psychology prepares the students to function, thrive and succeed in the current VUCA world of work. Students are exposed to in-depth knowledge of theoretical papers like Organizational Behavior, Organization Development, Human Resource Management and Competency and Assessment, as well as practical applications like program management, decision-making, problem analysis and solving, and training and development.

The I-O Psychology course develops students holistically through skills like empathy, effective communication, leadership, as well as experiential learning through case-study methodology, field-visits, alumni interactions, reviewing films that tackle relevant industrial and social issues, conferences and seminar participation and presentations. These activities allow them to hone their professional as well as soft skills. The placement brochure, which has been edited and printed by students for the past 2 decades, catalogs these experiences and provides insight about the course.

The I-O Psychology batch of 2019-2021 is a group of dedicated, creative, focused and immensely talented individuals. They are driven and ready to prove themselves in the world of work. Theirs is a special batch because they spent one year of face-to-face interactions at the department. After that they faced the completely unexpected overhaul of the education system due to the pandemic, when they spent the entire second year online. Even though this was an unprecedented change for them, they persevered and managed to participate in all the classes and activities with utmost dedication. They adapted and adjusted new challenges with learning, relearning and unlearning some of the aspects. They used all opportunities and resources available to them to ensure their passion for their subject was satisfied. Their strong work ethic, keen desire to learn and enrich themselves and always being ready to stretch themselves has helped them to thrive in these challenging circumstances. All they need is the opportunity to unleash and apply their knowledge and skills at workplace.

Dr. Satishchandra Kumar

*Professor (Industrial Psychology) and Head,
University Department of Applied Psychology
and Counselling Center,
University of Mumbai.*

From Our Faculty



Dr. Vivek Belhekar (Associate Professor)



In the 18 years that I have been teaching in the department, the department has changed in the way it views academics, teaching and learning activities, research and its application. As a department and academic system, we train people in both the core and applied areas. In the first year, students are rigorously trained in the use and applications of R program, statistical methods, psychometrics, experimental research, and evolutionary psychology among other papers. It gives the students a strong grounding in psychology and contemporary developments in the field. In the third semester, students choose their specialization electives which provide them with an opportunity to work with the applied areas of psychology. I/O psychology provides effective training and learning through various activities. In the fourth semester, students are trained to develop communication skills and the interdisciplinary paper, in particular, helps them better prepare to understand and solve future organizational problems. The I/O course is designed such that it provides students with the theoretical tools to understand problems faced in industrial and organizational setups and methods to deal with and solve such problems. The second year was a unique one for this batch given the pandemic situation but the students dedicatedly showed great adaptability to ensure adequate and effective learning. I am sure these students will prove to be valuable assets to the institutions with which they engage and I wish them best of luck.



Dr. Umesh Bharte (Assistant Professor)



The Department of Applied Psychology and Counselling Centre at the University of Mumbai is a unique place in terms of its balanced emphasis on theory and practice, preparing students for ample job opportunities in today's knowledge economy. I think it is one of the few departments in India where students are not only enriched with theoretical insights, but also given hands-on experience in diverse applied settings. Best wishes to them.



Dr. Wilbur Gonsalves (Assistant Professor)



The M.A psychology course at the Department of Applied Psychology and Counseling Centre is designed to nurture and stimulate young minds to think rationally, deliberate theoretically and act skilfully. Through our applied psychology orientation we embed within our course work and pedagogy the scientist-practitioner model. Hence, grounded in an educational framework of applied and research training, and nurtured through theoretical discourses, students can attend to the psycho-social needs of an individual, an organization or society at large. During the coursework students also imbibe multicultural competencies and understand intervention strategies, preparing them to attend to the needs as well as accept, adjust, work and grow with the diverse workforce. Many of our past Industrial Psychology students have been working with leading companies in the national and global market, involved in training and development, HR practices and other associated roles. The batch of Industrial Psychology 2020-21 is a special batch as they took up the challenge posed by the covid 19 pandemic and displayed their resilience to cope with a highly demanding curriculum through the online mode. The Department has ensured to maintain the rigour in training, given the shift in pedagogy during the lockdown. The students of Industrial Psychology too responded with the same passion to ensure their learning is not compromised. I'm sure with the mentoring and guidance they would receive from organizations they work with, they would evolve as leaders of tomorrow. I wish them all the best in their future endeavours.



Dr. Priscilla Paul (Adjunct Faculty)



It gives me great pleasure to write a few lines about the graduating class 2021 of Industrial Psychology. As a part of their course, they have developed a scientific and social understanding of the application of Psychology in Industries and Organisations. Our students are trained in various skills and interventions and to relate to people and their situations at the workplace. I wish them all the success in their future endeavours.



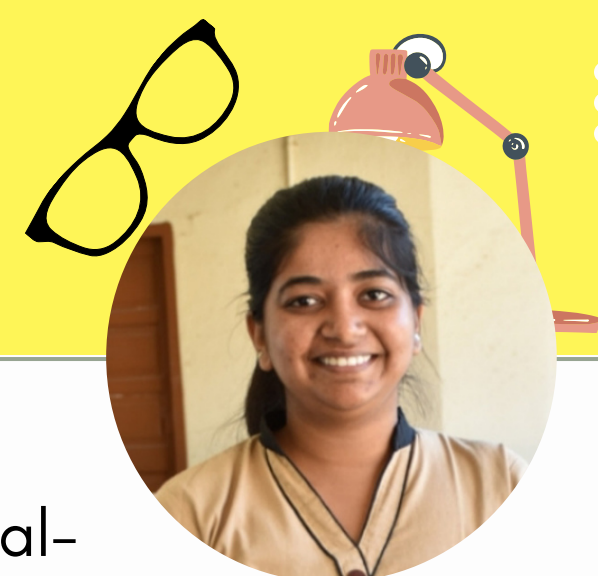
Dr. Eshita Mandal (Visiting Faculty & Behavioral Trainer)



Industrial Psychology students of the University Department of Applied Psychology and Counseling centre are technically competent young professionals, blended with positive approach and ethical values. They are a talented pool of dedicated and dynamic students prepared to hit the corporate arena as a full-time workforce. The curriculum has been designed in response to the need of the industry and to equip the students with an excellent blend of adequate knowledge of application of skills and social sensitivity to work with a range of population and issues. Considering the present scenario we are in, the students had a unique and different experience of online internship which meaningfully interfaced with the theoretical concepts. Furthermore, students also engaged in research which reflects their logical thinking and aptitude to enhancement of employee productivity. I am confident that the young enthusiastic students have acquired the needed proficiency in their respective areas of interest and will further expand the utilization of their skills to motivate employees and assist them to achieve work life balance. Wishing the budding Industrial Psychologist to scale new heights.



Ms. Sarika Joshi (Assistant Professor)



Students of the 2021 class studied core psychology subjects in their first year of the Master's course and opted for the Industrial-Organisational Psychology specialisation in semester 3. Students of I/O psychology study theories of human behaviour at the workplace and learn to apply this knowledge to solve problems in various organisational setups. Given the COVID-19 pandemic, they adapted to the online method of conducting training and development workshops. They have developed assessment and communication skills through field visits and other activities during the course. Our students have the necessary knowledge, skills, and experience required to start working in industrial setups. I am sure that they will be valuable assets to the organisations they get associated with. I wish them the best for their future endeavours.



Ms. Radhika Bhargava (Assistant Professor)



The students of Industrial Psychology go through a rigorous training in their 2 years at the University Department of Applied Psychology in Mumbai. Having learnt core concepts in Psychology during their first year they opt for the specialization of Industrial-Organizational Psychology. The curriculum incorporates field visits, internships to get first-hand experience in the discipline giving them an opportunity to apply important theoretical concepts in the various industrial setups. As psychologists, they have also honed skills of interpersonal communication and are well versed with techniques of assessment, training and development. They showed enthusiasm and discipline in the face of the pandemic to ensure complete learning. In my personal opinion, our students have an extensive skill set coupled with the experience necessary to venture in the field and thrive.



Ms. Aishe Debenath (Assistant Professor)



The transition to online classes was quite unexpected and had its share of challenges, like arranging for soft copies of the study materials, managing screen time, keeping students engaged despite technical glitches, and so on. Moreover, there was a complete lack of face-to-face interaction. While a blended mode of learning provides for an enriched experience, a complete shift to the online mode of teaching had severe challenges to create that same classroom environment and level of interaction online. Work-life balance was severely disturbed due to the uncertain conditions and ambiguity about the various academic processes. This batch has shown tremendous resilience, grit, and determination in the face of challenges that has stalled the whole world. The willingness to learn, the motivation, and dedication that each individual in this batch displayed is commendable. I would like each one of you to remember these days and how you made it through some of the toughest days that humanity has witnessed. You have successfully completed your post-graduation amidst a pandemic and if you could do that, you can face any challenge and overcome any obstacle life throws at you.



Mr. Raosaheb Raut (Assistant Professor)



I will call this batch the 'ONLINE BATCH', as I taught the students in semester 1 in a class, and then the pandemic happened. It was very difficult to teach with online mode and many students faced a lot of difficulty and challenges in terms of connectivity, family issues and others but everyone has managed it well. Honestly, I don't teach any paper in the I/O elective, but through whatever interaction I had with I/O students, as well as in part 1, I found students very serious and dedicated to their work and they were trying their best to adjust to the online mode of learning. To become an industrial psychologist, I feel students can learn from this situation and pandemic because after completing the course they have to work as industrial psychologists, where they have to understand all the issues which are related to the community or the employees. During this pandemic, it was important for industrial psychologists to change their policies for employee performance because it is difficult to work from home. It's assumed that students are enjoying this phase, but in reality, students are not, because many students are facing a lot of challenges, especially lower- and middle-class families. But regardless of lower, middle or upper class, everyone has a pattern to understand face to face teaching; now since everything has become digital, the same goes to employees. So it must be tough to deal with this change. But as psychologists we have to accept the world as it is and deal with the situation effectively with the help of different aspects. The I/O job has become challenging, but at the same time, opportunities are on their way, as mental health experts we should have not only theoretical knowledge, but practical knowledge for the targeted community. And I wish all the students all the very best for the future and their work.



Mr. Sachin Sutar (Assistant Professor)



I have been an assistant professor at the University of Mumbai for the past two years. There have been many issues that we came across this year in online learning, mainly with regards to the internet/network issue. Of course, online learning does have its own advantages as well. My message to the I/O batch would be that this is a field with good recognition and status and has a wide application in the future. I wish the current batch all the best!



Ms. Kashmira Pandit (Visiting Faculty)



University Department of Applied Psychology (UDAP) gives autonomy to the faculties when it comes to grooming the students to explore the field of psychology. This autonomy is extremely useful when the students are bubbling with enthusiasm to learn and explore. The Industrial Psychology batch of the academic year 2020-21 made the best use of this opportunity. The batch was oozing with energy and enthusiasm. Though it was an online mode of communication, each and everyone in the class kept themselves on their toes for the ongoing topic and read about related areas. There was active participation of students during the classes. In a way, online communication did not seem to impede the learning process of students. My acquaintance with them throughout the semester made me realize that they are just like blotting paper-very receptive and hard working. Psychology- related discussions and activities based on the topics during the classes helped to explore their unique set of skills and sensitivity towards various issues at the workplace. I envisaged the students to believe in themselves, helped them to understand and explore their strengths and weaknesses. They also mastered some of the skills they have acquired throughout the years. I give my best wishes to all of them for their future endeavours.



Ms. Aysha Baig (Assistant Professor)



The pandemic has made us all realize the value of human interaction and I feel fortunate to have had taught in a capacity where I could interact face-to-face with the students of Semester 4. The students of Industrial psych have brought a perspective to the class which is business oriented but sensitive to humans, with practical ideas and wonderful questions. I wish them the best in their journey ahead.



Ms. Anjali Majumdar (UGC-Senior Research Fellow)



Choosing to be a research scholar is not a decision that anyone would take lightly. It comes with its own set of challenges. There are many things to consider before deciding on this particular path, two of the most important being: who the immediate supervisor would be; and the source of financial support. Since I cleared the UGC-NET JRF exam, I didn't have to worry much about the latter. As far as the former is concerned, being Satish Sir's student first, and Teaching Assistant later assured me that as a supervisor, his support and guidance would make my research journey infinitely smoother. Our methods of working are complementary to each other, and I have come to learn and understand how I can support his work at the department, while he guides my research work.

As a UGC-Senior Research Fellow, teaching the Master's students at the UDAP is a part of my responsibilities, in addition to working on my research. I teach the students in the second year specializing in Industrial and Organizational Psychology. Interacting with these students is always an enriching experience, as the students are of an age where they engage in independent thinking, and this leads to insightful discussions in classes. Also, since it is the Department of Applied Psychology, a lot of emphasis is given to experiential learning. This includes workshops, videos, field visits, structured activities, case studies and classroom discussions, in addition to traditional lectures. With my PhD on its last leg, I can say that my experience at the MU as a research scholar has helped grow and develop as an individual. It has taught me patience, adaptability, hard and smart work, and most importantly, resilience.

The year 2020 was challenging for everyone in the entire world. The effect of the pandemic was felt in every part of the world, in every aspect of our lives, and in all the professional sectors. The education sector was no exception. We had to get accustomed to teaching online and we had to do it fast. There was no preparatory phase, no training program, no transition phase. Online meeting platforms helped in this aspect very crucially. Google went as far as to allow users to have access to Google Meet, regardless of whether they had a G-Suite account or not.

The greatest challenge we faced in teaching online was to keep the students engaged for an extended period of time. In the comfort of their homes, students might find many distractions, and to keep their attention from straying, it was important to keep the online class as involving as possible. I managed to accomplish this to some extent by engaging in dialogues with students, asking their experiences and examples of concepts and phenomena being discussed. I also asked them to summarize the learnings in their own words, so I could gauge their understanding. Another major challenge was connectivity. Network fluctuations and losing connectivity was a major disruption to the smooth flow of the classes. This challenge, however, is not something that is under our control. We learnt to accept this as a part and parcel of the new process, and now mostly handle it with good humour.

Honestly, the entire experience has been one of learning as much as a test of endurance. It forced everyone involved to adapt quickly to technology. It also reaffirmed my belief in the importance of continuously growing and having an open mind. This batch has learnt about the unpredictability of life in a very real and hard way. They have witnessed very clearly how the things we take for granted can change drastically at the drop of a hat. In my opinion, however, this year and these experiences have only made them stronger. They are a resilient group of people who are confident about their skills, and understand the value of flexibility and adaptability. They are also cooperative and know the relevance of support in times of crisis. They perform well under stress and they are well-equipped to handle their future roles at their workplaces.

Even though learning online was a challenge for them as much as teaching online was a challenge for me, they tried their best to participate in the discussions and activities in class. They are bright and eager to make their mark in the world by applying what they have learnt in the class to their workplaces. Furthermore, they have also learnt to function and perform optimally with a scarcity of resources. They have learnt to adapt and match their working patterns to the requirement of the situation and demands of their environment and surroundings. I have complete faith that they will succeed in whatever future endeavours they choose and overcome any obstacles that come in their paths. I wish them the best in all their pursuits and success aplenty.



Our Support Staff



Dr. Praful Pawar,
Research Assistant



Dr. Mohammad Z Rehman,
Superintendent



Geeta Kundhadia,
Typist Clerk



Prakash Sawant,
Laboratory Assistant



Shruti Ratwadkar,
Typist Clerk



Laxmi Rajowdi,
Staff

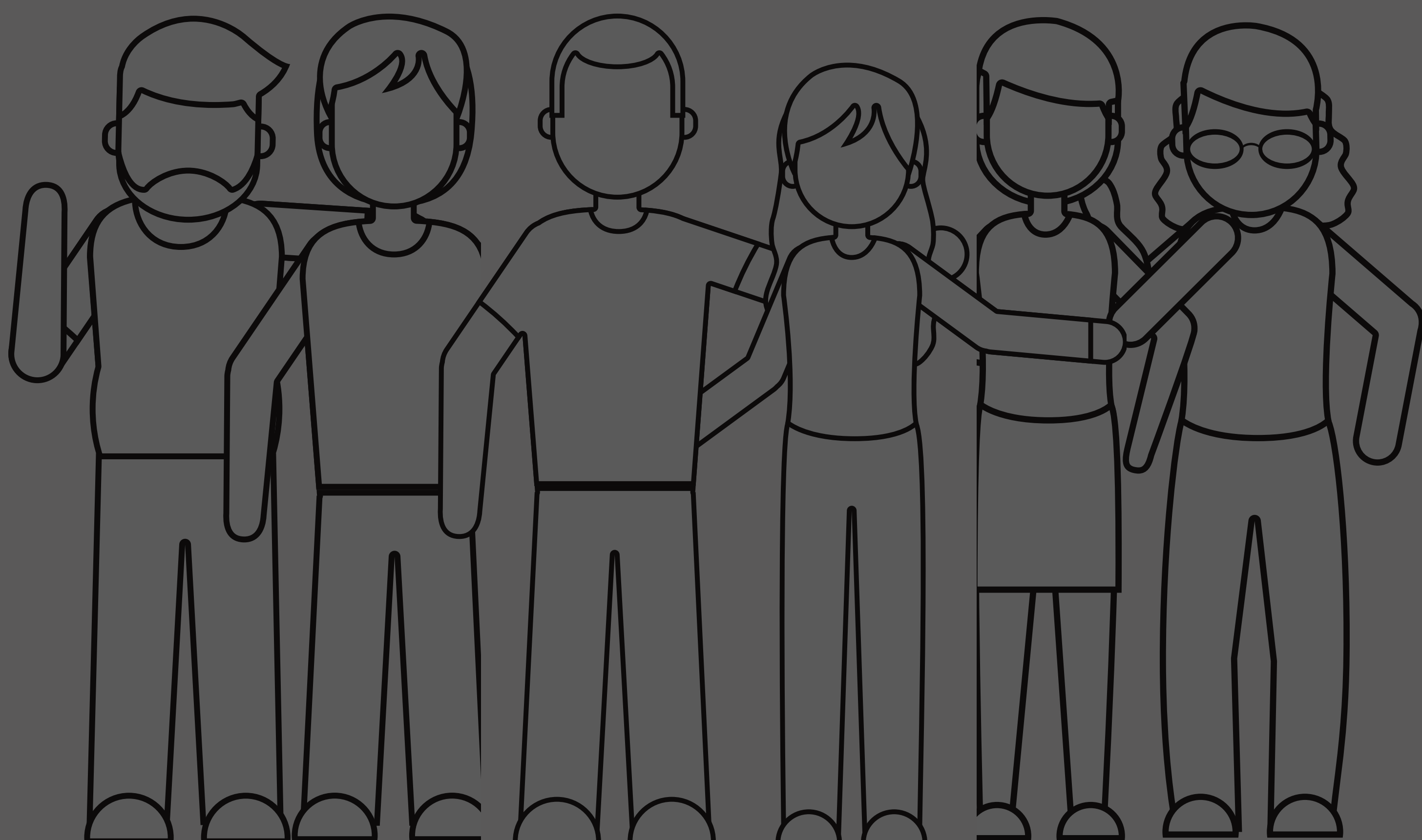


Rajesh
Chawda,
Office Peon



Vinay Masurkar,
Temporary Peon

Parent Testimonials





I feel that my daughter, Avani Vira, has been shaped properly after her admission to the University of Mumbai. I can confidently say that I am very happy with the way Avani has been moulded. I have seen her develop more through the course. I would just like to thank the faculty and the Head of Department, Dr Satishchandra Kumar, for encouraging and imparting such insightful learning. Thank you so much.

-Heena Vira (Parent of Avani Vira)

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The M.A. in Psychology course offered by the University of Mumbai is an academically rich experience. The addition of subjects with practical value is not only adding to the knowledge of the students, but also offering them novel insights and a new perspective to look at things. Specifically speaking about the I/O elective, the course is up-to-date with the on-going trends in the realm of workplace behaviour. Activities like field visits give the students a chance to interact with the individuals currently working in the field, which is really important. The curriculum is not just theory focused, but an equal focus on research- and practical-based experience is ensured by the UDAP. It has inculcated various new academic as well as life skills apart from domain-specific information, which is going to be of utmost value to Gayatri in practice.

-Sushama Godbole (Parent of Gayatri Godbole)

Insert





As the pandemic hit us, everything became uncertain. We were very worried about Shruti's education as she was about to start her last year of Master's in Psychology. However, she was not scared and handled her lectures, studies, and projects very well. The professors at UDAP made sure that students got exposure to the best of everything and didn't miss out on any opportunity to learn virtually. They have been very co-operative to students throughout. Shruti has worked very hard during this time and completed all deliverables on time. We are happy to see her pursuing what she loves. We wish her and all her batchmates good luck for their career ahead!

-Smita Soman (Parent of Shruti Soman)

Save

I think that my daughter, Sayli, has become more mature since joining the University of Mumbai. She has become firmer in her opinions but at the same time doesn't disregard the opinions of others. The numerous activities conducted over the duration of the course and the daily class discussions have to be credited for that. With respect to the I/O elective, the most notable part was the online field visits which were essential in providing a practical understanding of what I/O Psychology consists of. Overall, I am very happy with the progress my daughter has made as a person due to this course and her professors.

-Sucheta Mayekar (Parent of Sayli Mayekar)

Insert





During COVID-19 when Jolanca was very busy with her lectures online, we had the opportunity to see her sit for the lectures and engage herself. Psychology is a very interesting subject; it helps you understand the nature of a person in depth. The University of Mumbai's Department of Applied Psychology has a good staff, as I have personally visited the administrative office. They are very kind and helpful. Jolanca has grown in these 2 years as a person. I find her to be more ambitious and eager to learn and attend courses online, and build a career in this field.

-Philip Fonseca (Gardian of Jolanca Desouza)

Save

Despite the COVID-19 situation, the lockdown, and all the panic around, nothing came between Jolanca (my daughter) and her studies- lectures or assignments. The teachers at the University of Mumbai are par excellence, and made every lecture very interesting. Students participated and interacted actively with their teachers, and we could witness this because of the online mode. Jolanca has developed a keen interest in the study of psychology, something which she aimed for since her school days and it has helped her tremendously. I have observed that it has changed her outlook for the best, she reasons out things beautifully, and even puts them into action. Glad I got a chance to be a part of this journey with her.

-Joyce Desouza (Parent of Jolanca Desouza)

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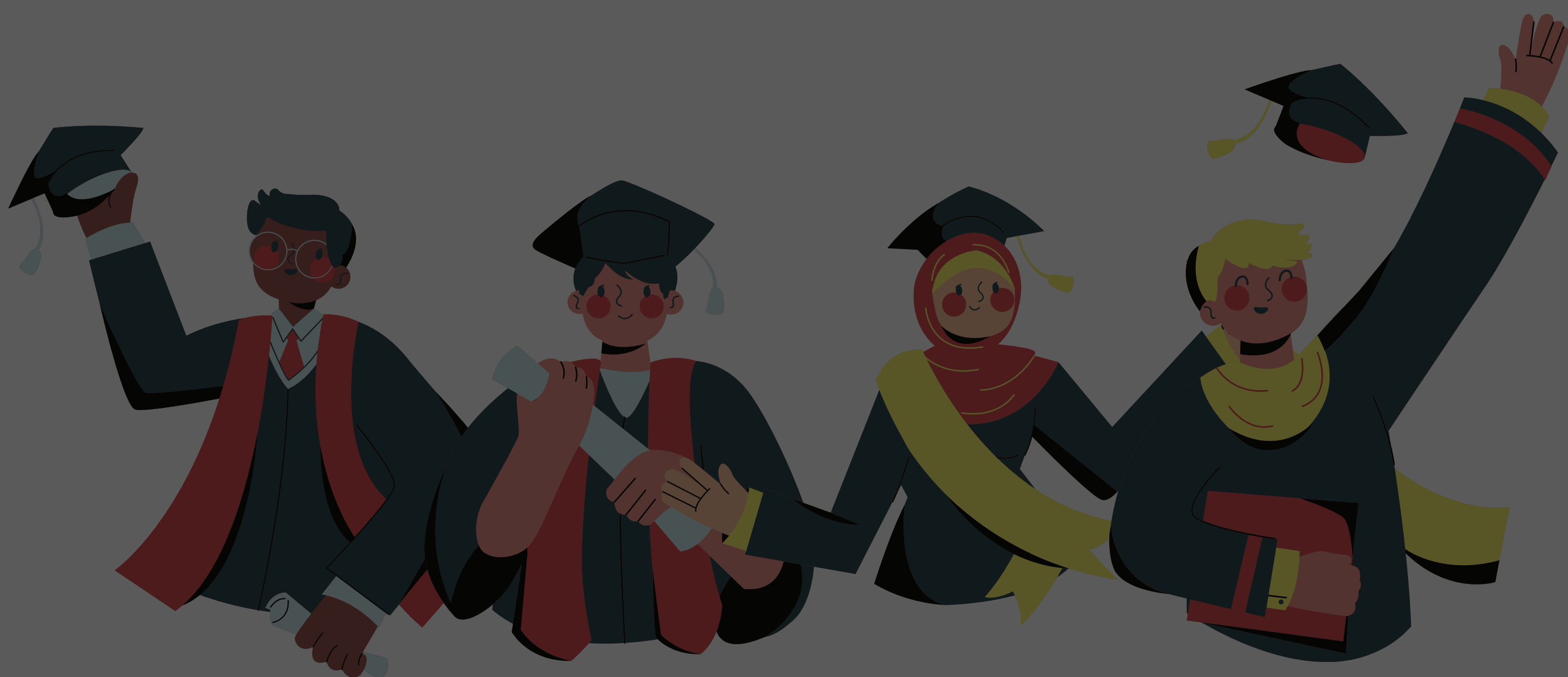
Due to the pandemic, life was very stressful for all in general and it was for the first time ever that educational institutes experimented with the online system of imparting knowledge. It has been difficult for the students and the teachers, both, to cope up with this new process but the efforts put in by both are really commendable. It has been a good learning experience for the entire academic community and I am happy to say that they have been successful in this new method adopted. I have seen my daughter putting best of her efforts and being a responsible student despite the limitations. I feel that the student-teacher interactions have become more personalised and guided learning has progressed well. There are no time restrictions on students as they can study as per their convenience which was not possible before the pandemic. It is very evident that the course that my daughter has undertaken has helped her evolve into a more confident and self-assertive person.

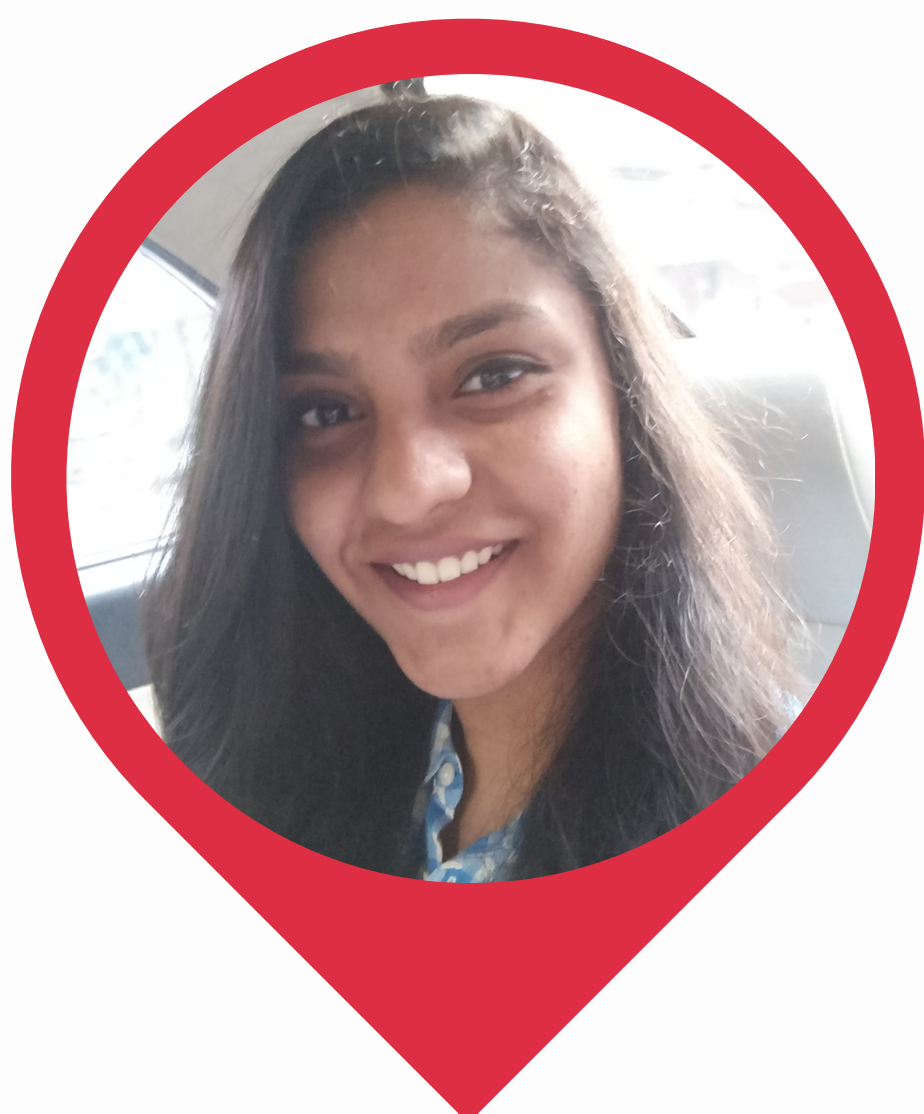
- Anagha Mehta (Parent of Pracheta Mehta)

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Alumni Testimonials





Organizational Psychology and the various subject areas associated with the field are gaining good traction in today's world. Organizations are increasingly becoming aware of the need for the application of psychological principles to not just manage people processes and systems but to also develop and sustain a culture that supports their overall strategy, business goals and performance. The course design at UDAP addresses the current needs of the organizations and helps build and sharpen the skills required of students in the work world. From field visits to research projects, internship experiences to guest lectures, the curriculum is targeted at the holistic skilling of students, preparing them for a smooth and successful transition to the space of work. As a student of Organization Psychology at UDAP, I have been fortunate to have been mentored by Dr. Satishchandra Kumar. His genuine interest in the subject and the progress of the students allows for them to thrive and sets them up for success for years to come!

*-Aishwarya Bellam
Assistant Manager at Human Resources at
Indian Hotels Company Limited (Taj Group)
Graduation Batch :2017-19*

Save

The University Department of Applied Psychology has been a great contributor in the development of my personality. During the two years of the Master's of Psychology program, I had a chance to work on projects and presentations which enabled me to hone my research skills, as well as build my confidence. The concepts of Industrial/Organisational Psychology has helped me to understand human behaviour in relation to organisational goals and needs, which in turn helped me in setting a base for my career. Along with academics, friends and faculties with whom I had collaborated have had a significant contribution towards my development.

*-Ruhi Kadam
HR Executive at Godrej Properties Ltd.
Graduation batch: 2018-19*

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Industrial and organizational psychology to most has been about the ability to read minds but it is, in my view, a key timeless ingredient that helps one lead day to day life both personally & professionally! Psychology is about hardwiring positivity and the ability to realise that one's behaviour is a result of the "situation" & not "intentionally human/animal thoughts". When I secured my degree in 2011, not many understood its future significance and were not aware that psychology came with varied specialisations. It is this understanding of psychological concepts which has now reached its summit in enlightenment to help us deal with varied situations, including the pandemic, very effectively. I am always grateful to have been fortunate in learning this at early stages of my career development with extremely thorough applied psychology Master's at the University of Mumbai. My three key learnings from this course have been: 1) Always foster & invest in self-learning since learning is the type of wealth that will always stay with you; 2) Stay curious and be open to learning things beyond your curriculum; while studying Industrial Psychology, I always knew the curriculum & was updated on know-how in other specializations such as counselling, social, and clinical; and 3) Persistence & resilience to pursue what I believed strongly in (psychology) and spreading the right awareness around for others to also believe in its significance, and the future of my passion.

-Pooja Joshi

Manager at Human Resources, BNP Paribas India Solutions Private Limited

Graduation batch: 2009-11

Insert

My time at the UDAP was very well spent. Every session each day was a whole new learning experience. The professors were outstanding. I would like to mention Prof. Satish. He has been the most understanding and encouraging person during my final year. Doing your work on time, giving it your best and never giving up on yourself is what he taught me. I am currently working. Not as a psychologist, but I can proudly say that everything I learnt at UDAP has helped me in many ways to get to where I am today.

Tabita Fernandes

Manager at Marketing and Communications - At Bright Future

Graduation Batch: 2010

Insert





"People are not difficult, they are different": this statement that Dr. Satish Kumar makes in most lectures is the key for almost every possible situation in life as a professional. UDAP has developed its curriculum, keeping in mind the dynamic nature of HR and socio-cultural aspects affecting human resources across the globe. All activities in the course are so developed that they present students with real life situations. UDAP has not just focused on theories but also on experiential learning through various field visits, guest lectures & internships. Students here have access to the research and developments in the subject in what is known as one of the best libraries in Mumbai. Book reviews and group discussions bring out analytical skills of the students. Workshop and structured activities during the course enable students to stand out as professionals and speak their ideas with fruitful implications at the workplace. All these are not mere activities but life lessons for a professional.

Working in the IR department demands decision making, problem solving, interpersonal skills, and negotiation skills as core competencies. This pandemic has shown the real picture of the labour market to the world. Only the industries which had developed good relations with their workforce survived this phase. I/O psychology students are developed not only to understand, but also to empathize with the workforce which makes them stand out from Management students. An opportunity to work in Mauritius allows me to handle cross-cultural differences in the workforce. This is also a contribution by the UDAP.

I strongly believe that UDAP is developing its students not only as professionals but as focused human beings, which is the need of time for HR & IR departments.

-Lalit Vilas Athalye

Asst. Manager IR at Larsen and Toubro Ltd.

Graduation Batch :2009

Insert



We've learnt some of the most valuable lessons at the UDAP. Along with the theoretical knowledge you gain from the electives you choose, you also gain profound knowledge with your peers, professors and staff through their experience. That's the foundation of any organisation-the people. Growing and learning through shared values and experiences can get an individual very far. It is this attitude that puts back the "human" in Human Resources and prepares you for the VUCA world outside. I'm grateful for all the experiences and the people I've met at UDAP who have equipped me to tackle the corporate world outside.

-Aishwariya Sur

Senior Executive at Seventy Event Media Group.

Graduation Batch: 2017-18

Insert





The course structure for Industrial Psychology at UDAP is brilliantly designed and executed. It provokes original thinking as well as equips the students with the mindset & skills required to execute the ideas on-field with confidence. Each component of the curriculum is intentional and serves a significant role in preparing the students for a client/people-facing role in the corporate world. Industrial visits, alumni interactions, focus group discussions, industry-standard experiential workshop development assignments, HBR case studies, etc. contributed immensely for my development during my time at UDAP and it continues to do so even in my current role. Organizations today need managers who lead others with empathy, have an intricate understanding of what motivates each member of the team and knows how to help them to achieve it. I believe UDAP is doing that; it is creating an army of lifelong learners, thinkers, and authentic leaders who will make a mark by the sheer amount of value they will provide to the organizations/communities they join. Employers recognizing the value of psychology & putting them to use in their people practices will always find themselves at a competitive advantage, in their industry and the world. And one will find that UDAP is a place to discover individuals with such passion & drive for psychology. Here's wishing all the best to the 2020-2021 batch :)

-Sagar Mondal

Senior Executive at Learning & Organization Development Mahindra TEQO

Graduation batch: 2017-18

Save

The department of applied psychology has been really thoughtful while designing the course. The course has always helped us in developing a new outlook, be it the movies, guest lectures or our field visit. The syllabus we studied under OD has definitely helped us in our role as an HR. It gives you an additional edge in the domain. The professors have always been encouraging. It's been a memorable journey and surely some great experiences that have helped in the practical world of today.

Janhavi Gondhalekar

Assistant Manager at Publicis Media

Graduation Batch: 2016

Save





Psychology has always been an intriguing subject for me, and pursuing my Masters from the University Department of Applied Psychology has given me a direction in my professional journey. In today's VUCA (Volatile, Uncertain, Complex, Ambiguous) world, I/O psychologists are carving their own path in organisations in the field of people practices, learning and organisational development. Through its curriculum and exposure, the UDAP ensures that each one of us becomes an effective and empathetic professional in the field. The learning of human aspects along with the technical aspects of psychology has helped us to develop a holistic approach towards our work. The department has had a contribution to making each student a complete professional in all spheres. The principles and learnings have better prepared us for the personal and professional aspects of life.

The detailed exposure that we get during the Masters course is not only about studying the subject but also understanding the practical experiences through the field visits, research and various other platforms. Interactions with our professors as well as activities like focus groups, team building and working on the placement brochure has taught us to understand individual nuances and work with different perspectives. The value added by all the professors has been immense. I am very grateful to have been mentored by Satish sir. Not only has he guided us professionally, he has also inculcated the habit of learning for us. For me, the journey in the two years of Masters has been extremely fulfilling. The process has moulded me to adapt and work through various experiences. The joy of addressing new experiences and challenges through this education and perspective is what drives me further. Wishing every student of the department the very best for their journey ahead.

Dinaz Readymoney
Executive at Learning & Development, Deloitte India
Graduation Batch: 2018

Insert



Having studied at the University Department of Applied Psychology and being orientated in psychology principles more than a decade ago has still kept me agile and relevant to the workplace. It has also helped me have diverse perspectives on workplace dynamics. The syllabus design, the visiting speakers, and the field exposure offer a great learning of Applied Psychology while helping to go beyond theoretical constructs. The learning material is very new age and offers a global perspective to the students.

-Aliyakhatoon Khan
Deputy General Manager at Paytm
Graduation batch: 2005-06

Insert





We are in the day and age of an extremely dynamic and fast paced business environment. While organizations traditionally have been racing to keep up with competition and external disruptive factors, quite a bit of attention is now being diverted internally to every organization's first customer - their employees. Today, employers are seeking to make genuine connections to attract and retain talent, and are looking to engage in participative growth of their employees. All of this cannot be achieved without having an understanding about the underlying traits of people and the pulse of an organization. UDAP's course in Industrial- Organizational Psychology offers just that - an HRM course designed to have the right balance of scientific methods and theories along with thorough psychological research. Different testing methods, management techniques, leadership styles, appraisal methods were some of the things that I found to be directly applicable as soon as I joined the corporate sector. I am optimistic that this year's batch has had the same tenacious training to deliver superbly across all facets of HR.

*-Priyadarshini Potdar
HR Specialist at Zineone India Private Limited
Graduation batch: 2012- 14*

Insert

"Real learning happens outside the classroom." This saying is taken very seriously by the UDAP while designing the course which takes learning experience beyond the theories taught in the classroom. Whether through showing movies, writing book reviews, or making presentations- the faculty has always found creative ways to ensure that not only the studies are not left till the final exams, but also that they will be applied by the students in their professional and personal life. Field visits to schools, corporates, and NGOs; guest lectures from the alumni of UDAP; case studies and workshops on various topics helped to introduce real-life scenarios of the corporate world and to develop skills outside of the syllabus. As the head of product development in a psychometric test development and HR consultancy company, what I learned through HRD instruments, focus group discussions, and force field analysis during my post-graduation, is still coming in handy today. Businesses will keep going up and down, having to go through big and small emergencies every now and then. So, when the situations are bad, being humane and understanding the situation from a human perspective as well, instead of only focusing on the economic and business perspective, was my takeaway from the course.

*-Poorva Mokal
Head at Product Development at Index Advisory Private Limited
Graduation Batch: 2016-17*

Insert





My journey started at UDAP in the year 2017 when I moved from Pune to pursue my Master's at Mumbai University. I had aimed to do my Master's from Mumbai University and when I received admission at UDAP, my happiness knew no bounds. I chose Industrial Psychology as my specialisation as I always envisioned myself to be working in a corporate setting. Speaking of the curriculum, UDAP offers an intense, extensive, and in-depth curriculum in all semesters. Year 1 being a foundation year helps gain the knowledge of Psychology that is beneficial for several years down the line. Year 2 focuses on the specialisation chosen and since I chose Industrial as my specialisation, I gained a lot of knowledge about how organisations work and how Psychology plays a crucial role at work settings. Apart from the immense classroom knowledge I gained, the course also includes field visits to various organisations and interacting with industry experts or HR professionals which groomed me for the practical world. Semester 4 also provides the opportunity to research and present a thesis which pushes the individual to test their knowledge that they've gained throughout the years and present it in the best way possible. The faculty members have always been supportive and approachable whenever any help is needed. Their feedback has always pushed me to do better and work on myself. I will always be grateful to them for everything they've done to shape me into the person I am now. I've been working for 2 years now, and the course and faculty have played an important role in grooming me into the working professional that I am now. My background in Industrial Psychology helped me understand Managerial skills as well as People's skills, something which is the need of the hour especially since Mental Health and wellbeing has become more important than ever. This department is considered to be one of the finest in the country and that truly speaks for itself seeing the groomed individuals who walk out of it every year ready to take on any challenge thrown at them in the most positive spirit.

*-Devina Karnik
HR Trainee at DHL Express India.
Graduation Batch :2019*

Insert



While there are a lot of things that the real world teaches you, only a great institution like the University Department of Applied Psychology prepared me to handle those experiences. It's been over 14 years since, and I retrospect and see that Masters in Industrial Organizational Psychology at the University of Mumbai was the best educational journey for me. This course gave me a lot of knowledge, not only from the theoretical aspect but also on the practical front with the help of case studies, workshops and field trips.

"Tell me and I forget. Teach me and I remember. Involve me and I learn." – Benjamin Franklin

The above saying is an ideal example of the way our professor, Dr. Satish Kumar, taught us. His passion for teaching and reaching out to his students is really commendable. My professor and this course of Industrial Psychology has helped me as an HR Professional in understanding the dynamics of Organization Culture and Individual Behaviour and to treat everyone with empathy. I firmly believe after spending more than a decade in the field of Human Resources and being a psychologist- it's the people who make or break an organization.

*-Benaifer Sharma
Assistant Manager at Tata CLIQ and Jet Airways India Limited
Graduation batch: 2005-07*

Insert



Our Curriculum



Semester I	Subject		Objectives	Credits
	Course I	Personality Psychology	Helps learners to evaluate personality theories, research and understand modern approaches to personality.	4
	Course II	Research Methodology	Helps acquaint students with methodology of quantitative and qualitative psychological research; philosophy, ethics, design, and evaluation of research in psychology.	4
	Course III	Statistics for Psychology	Students understand applications of statistics and learn numerical methods associated with them. They also learn multivariate methods and computer applications to statistics and are able to use R software for all statistical methods taught in the course.	4
	Course IV	Psychology of Cognition and Emotion	Helps students to understand advanced topics of cognitive science, neuropsychological underpinnings of cognitive processes and associated theories, biological bases, and development of human emotions. Students also learn to apply cognitive psychology knowledge to real-life problems.	4
	Practical Component	Experimental Psychology	Enables learners to design experiments in various areas of psychology and to design appropriate computer programs for the experiments.	8

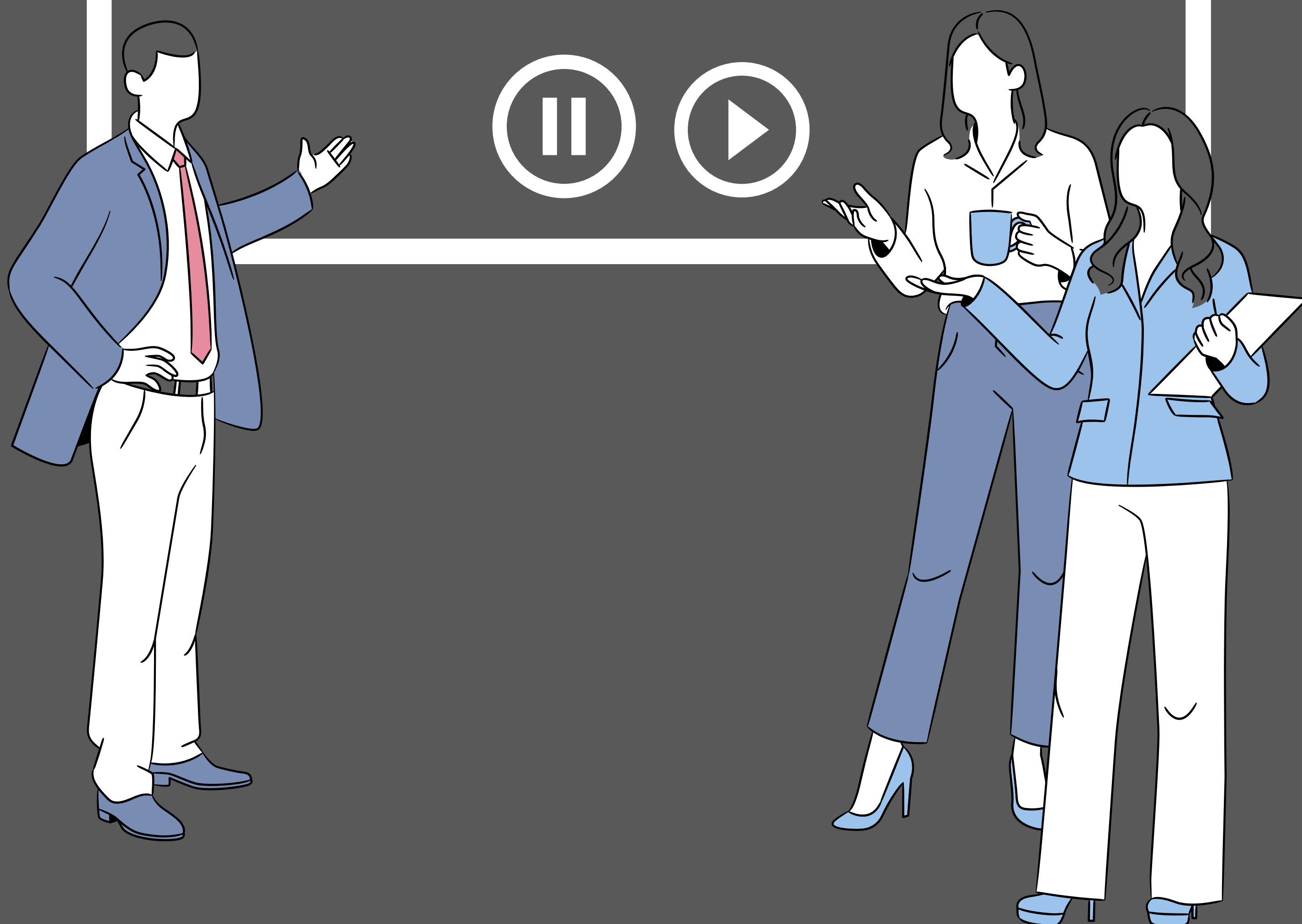
Semester II	Subject		Objectives	Credits
	Course I	Evolutionary Psychology	Students learn to think about human mind and its processes from an evolutionary perspective and understand specific areas and applications of Evolutionary Psychology.	4
	Course II	Intervention Systems in Psychology	The course orients students with eclectic, integrated and multicultural approaches to interventions.	4
	Course III	Multiculturalism : Theory & Practice	The students understand issues of identity, stereotyping and discrimination in a multicultural society. They explore the issues of diversity, conflict and learn various multicultural competencies and interventions.	4
	Course IV	Positive Psychology	This course aims at acquainting students with positive cognitive and emotional states and processes as well as pro-social behaviour and wellbeing.	4
	Practical Component	Psychological Testing & Psychometrics	Students learn to appreciate the criteria of a good psychological test, the necessary steps involved in test construction and the ethical issues in psychological testing.	8

Semester III	Subject		Objectives	Credits
	Course I	Competency Based Assessment in Organisation	Aims at acquainting the students with competency-based application in HR Planning, Recruitment and Selection, Employee Training, Performance Management, Development, Career Pathing and Compensation and develop an understanding of assessment centre methodology.	4
	Course II	Organizational Behaviour	Trains students to understand the concepts, nature and principles of Organizational Behaviour and Positive Psychology at Work and to grasp applied behavioural science principles and practices into the ongoing organization with the goal of improving an organization's effectiveness.	4
	Course III	Organizational Development	Acquaints students with the nature, foundations and overview of organization development and helps them to understand the processes and interventions in organization development.	4
	Course IV	Consumer Psychology	Introduces basic psychological principles in understanding consumer behaviour and familiarises students with an understanding of how people's buying behaviour gets affected by self and social processes.	4
		Family & Couples Therapy	It introduces the issues faced by families and couples and helps students develop skills in family and couple therapy	4
		Rehabilitation Psychology	Explores the concepts and models of disability with an understanding of the different issues, applications and approaches rehabilitation psychology	4

Semester III	Subject		Objectives	Credits
		Advanced Skills & Processes of Counselling & Psychotherapy	Builds students' capacity in understanding and using the basic and advanced skills and therapeutic processes for counselling and psychotherapy.	4
		Training and Development	Acquaints students with the need, purpose and role of training in organizations; helps students apply Training Need Analysis, Training Designing, Training Delivery and Training Evaluation to achieve higher productivity and performance.	4
	Course V	Personality Disorders: Theory, Assessment, Intervention Advanced Social Psychology	Aids in developing skills of assessment for personality disorders along with learning to plan and carry out therapy with personality disorders.	4
		CBT & REBT: Basic & Application	Introduces students to CBT & REBT skills, techniques, their applications.	4
		Advanced Social Psychology	Helps students understand the relatedness of advance trends and processes in social psychology to contemporary fields of psychology.	4
		Human Resource Management	Helps students learn the various human resource systems and programs in an organization to achieve higher productivity; acquaints students with the knowledge of career planning and development, occupational safety, health and well-being and union management relationship.	4
		Advanced Applied Psychometrics and Data Analytics	Trains students in using the advanced psychometric models and techniques with psychometric data and to write reports of psychometric analyses.	4
	Practical/Field work Component	Practicum in Industrial Psychology	Helps students to understand the applications of psychometric tools and inventories in organizations with the tools of behavioural and organizational interventions and develop the skills to analyse behavioural issues in organizations. Students gain first-hand experience through multiple field visits to organizations and focus group discussions.	10

Semester IV	Subject		Objectives	Credits
	Ability Enhancement Course	Applications of Neuropsychology for Health Management	Students understand the functions and methods of investigating the human brain. They further learn about primary and higher-order neuropsychological processes and applications of neuropsychology to public health.	6
		Methods and Analysis of Neuropsychological Data	Acquaints student with various non-invasive methods of neuropsychological data. They also develop skills to analyse neuropsychological data and report the analysis of the same.	6
		Communication & Social Skills	Instils in students the understanding of basic communication skills, helping them engage with different types of social skills. They also develop the ability to create social skills training modules.	6
	Interdisciplinary Course	Peace Psychology	Underlines the implication of Peace Psychology for state and society through use of conflict- management and peace-building initiatives. Students also understand the process of Peace Building and Peace-Making in multicultural societies and the pursuit of social justice.	6
		Behavioural Economics	Helps the students grasp behavioural aspects of selfishness, rationality and preferences and understand and design policy implications of behavioural economics and psychology.	6
		Political Psychology	Helps students understand the psychological determinants of political behaviour, analyse political data using behavioural methods and use psychological interventions for political and policy matters.	6
		Change Management	Students understand the pressures, forces and interventions in organizational change.	6
	Project Based Course	Dissertation	The research assignment related to a specific discipline of the psychology department helps students develop a complete understanding of the theory learnt so far and the applications of it.	10

Structured Activities





A Structured Activity is considered to be a label of laboratory activities, which focuses on the group process with controlled variables and heightens the probability that certain learning will occur. When a person engages in some activity, experiential learning occurs, which looks back at the activity critically, abstracts some useful insight from the analysis, and puts the result to work through a change in behavior. Structured experience provides a framework in which the inductive process can be facilitated. With structured activity the participants discover meaning for themselves and validate their own learning in following ways like applying, experiencing, publishing, processing, and generalizing

Save



The aim of conducting the activity 'Who Am I?' was to make the students become acquainted with each other quickly, and in a non-threatening manner. This activity is mostly used at the beginning of the program, but it can also be used as a "filler" that is in between major chunks of structured activities. The class was given the following instructions for the activity:

Each participant was told to write, neatly and clearly, the details about likes, dislikes and interests. Participants can ask for clarifications and elaborations to each other.

Everyone shared their information one by one, and all of us asked questions to each other. The great part was that everyone participated in the activity enthusiastically. Nobody hesitated to share information about themselves, even though it was difficult for a few. And the only aim for this activity was to know each other more, and also to know oneself better, and become aware of one's own strengths and weaknesses.

Insert

Who am I?

Desert Survival

Desert Survival Exercise is a team building activity. It is a fun way to bring a group together as the members solve problems, work as a team, and learn to trust one another. All the people in the group have to come to a consensus through group decision making. Group decision making is a type of participatory process in which multiple individuals acting collectively analyse problems or situations, consider and evaluate alternative courses of action, and select from among the alternatives a solution or solutions. The number of people involved in group decision-making varies greatly.

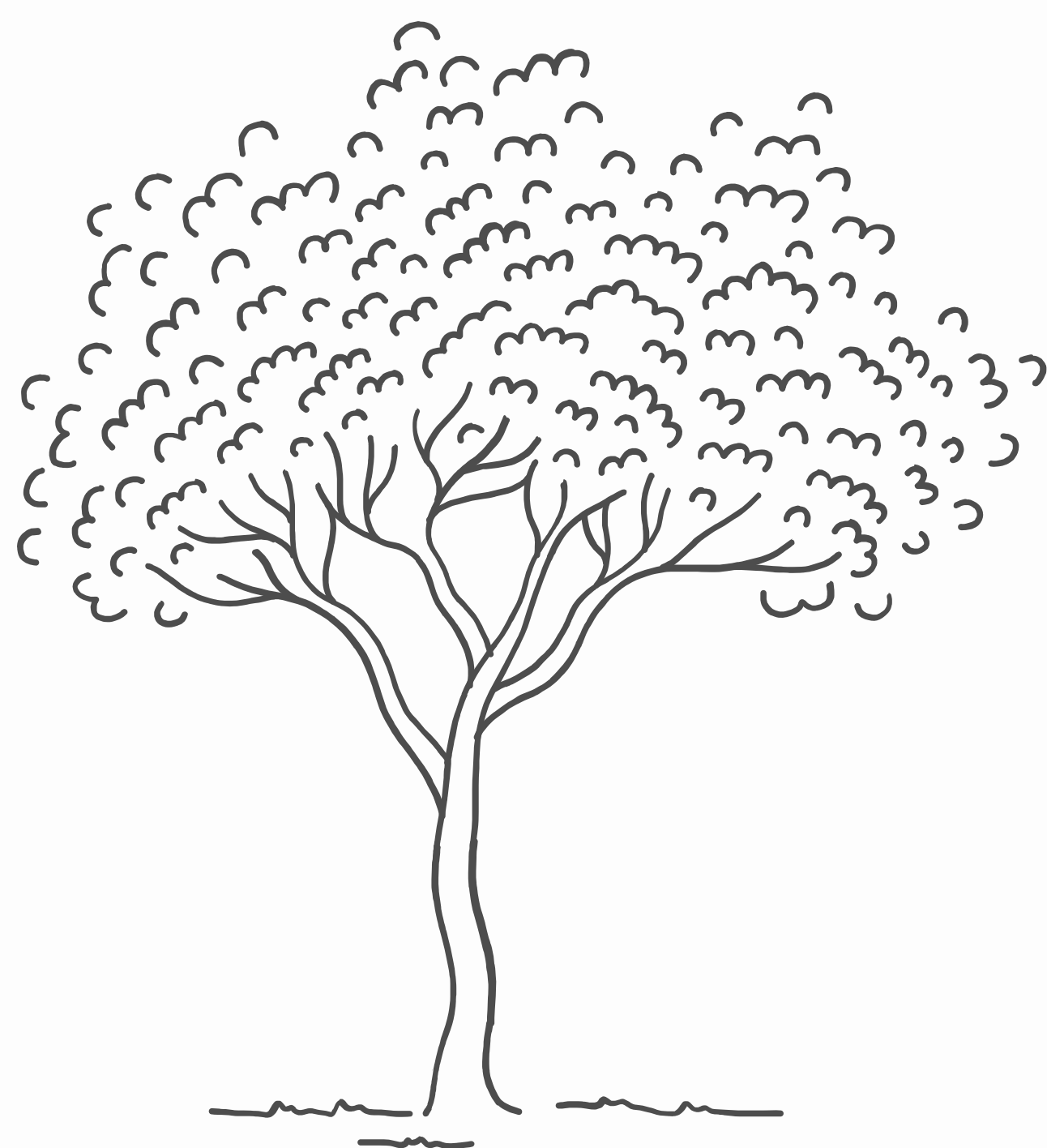
Goal of the activity was to achieve consensus decision making within a group which is a very important aspect to achieve organizational goals. The group may be relatively informal in nature, or formally designated and charged with a specific goal. The process used to arrive at a decision may be unstructured or structured. The nature and composition of groups, their size, demographic makeup, structure, and purpose, all affect functioning to some degree. The external contingencies faced by groups (time pressure and conflicting goals) impact the development and effectiveness of decision-making groups as well. One thing which everyone learned from this activity was that everyone possesses some knowledge, but how you express it and stay keen to listen and to understand others' point of view while you are brainstorming on a solution is very important. Accepting others' views and giving them space to understand and collaborate their point of view is a stepping stone to development of other, complementary KSAs.

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The Tree of Life activity is meant for knowing oneself better, and what sort of a person one wants to be. In the Tree of Life Exercise, one creates a visual metaphor in which a tree represents various aspects of life—past, present, and future. One doesn't have to be a talented artist to do this exercise; just being honest with oneself and others is far more important. The motto is to create a tree which captures the story of the participants, and to feel a little more balanced as they move forward in the identity journey. The basis behind drawing a tree is storytelling, which has been an integral aspect of humans: stories help us make sense of ourselves and the world around us. Each part of the tree captures important stories and details about their lives. The goal of this activity was not only to self-introspect, but also life and the things which have influenced and shaped our lives, and to become acquainted with each other in a quick and non threatening manner. For many of them it was a bit tough, because it psychologically feels like taking the first steps in claiming the storytelling rights over your life. It usually means confronting aspects of our past that we might feel are better left unchallenged, which is a valid concern. But it enhances the skills and ability of the students to express their personality and views in front of so many other people and to take a stand for expressing their thought process.

Save



Workshop





In general terms, a workshop is a structural meeting comprising a small, selected group of teachers or experts drawn from actual working situations or related experts who have written theories on the activities who meet together, discuss together and share their knowledge with others. Workshops provide a practical understanding of concepts and also provide an opportunity to build interpersonal skills by means of interactive activities. It is a learning environment different and unique from classrooms; students learn more effectively and efficiently. Far from the textbooks and academic syllabuses, students research and learn on their own which boosts their confidence, performance, and productivity. The inclusion of workshops in the curriculum enables students to gain first-hand experience of planning, preparation and implementation of a workshop. The preparation includes defining objectives, prioritizing goals, designing concept-based and audience specific activities, creating PowerPoint presentations, invitations and brochures, preparing a workshop schedule, designing the Google form for participants' feedback, etc. The comprehensive activity of conducting a workshop helps students to improve their skills like time management, communication, active listening, creative thinking, problem solving, networking, team building and management skills, effective preliminary skills and so on. This exercise helps students to develop a distinct proficiency which boosts the knowledge of the principles and specialties of conducting an effective and successful workshop in an organization.

The following workshops were conducted:-

Shatranj Ke Khiladi (Power, Politics & Leadership)

Connect the Dots (Team Building and Interpersonal skills)

Baar Baar Dekho (Creative Problem Solving & Decision Making)

Apni Paathshala (Effective Communication Skills)

Untangle the Knots (Conflict Resolution & Self- Awareness)

Due to the epidemic situation all workshops were conducted online via Google meet.

Insert



Power, Politics and Leadership.

This workshop was based on Power, Politics, and Leadership and their dynamic intermingling in the organizational context. The workshop had structured activities which followed the theory of French and Raven (1959) about 5 types of power: Expert power (knowledge and expertise of a supervisor); Referent power (the extent to which subordinates like a supervisor); Legitimate power (obtained through high-level position); Reward power (ability to reward subordinates); and Coercive power (ability to punish subordinates). The aim of this workshop was to enhance the practical and theoretical understanding about the importance of these phenomena in Personal, Interpersonal and Organizational processes. The workshop included activities which address the different types of power & leadership styles, memory game, and use of political and negotiation skills. It was conducted by Gayatri Godbole, Adele Albuquerque, Jolanca Desouza, Manisha Soni, and Osheen Fernandes.

Insert

Adele, Gayatri, Jolanca, Manisha, and Osheen
cordially invite you to

SHATRANJ KE KHILADI

Power. Politics. Leadership.



Saturday, 12th December, 2020

9:30 am

Good meet
Hoping to see you all there!





Team Building and Interpersonal Skills

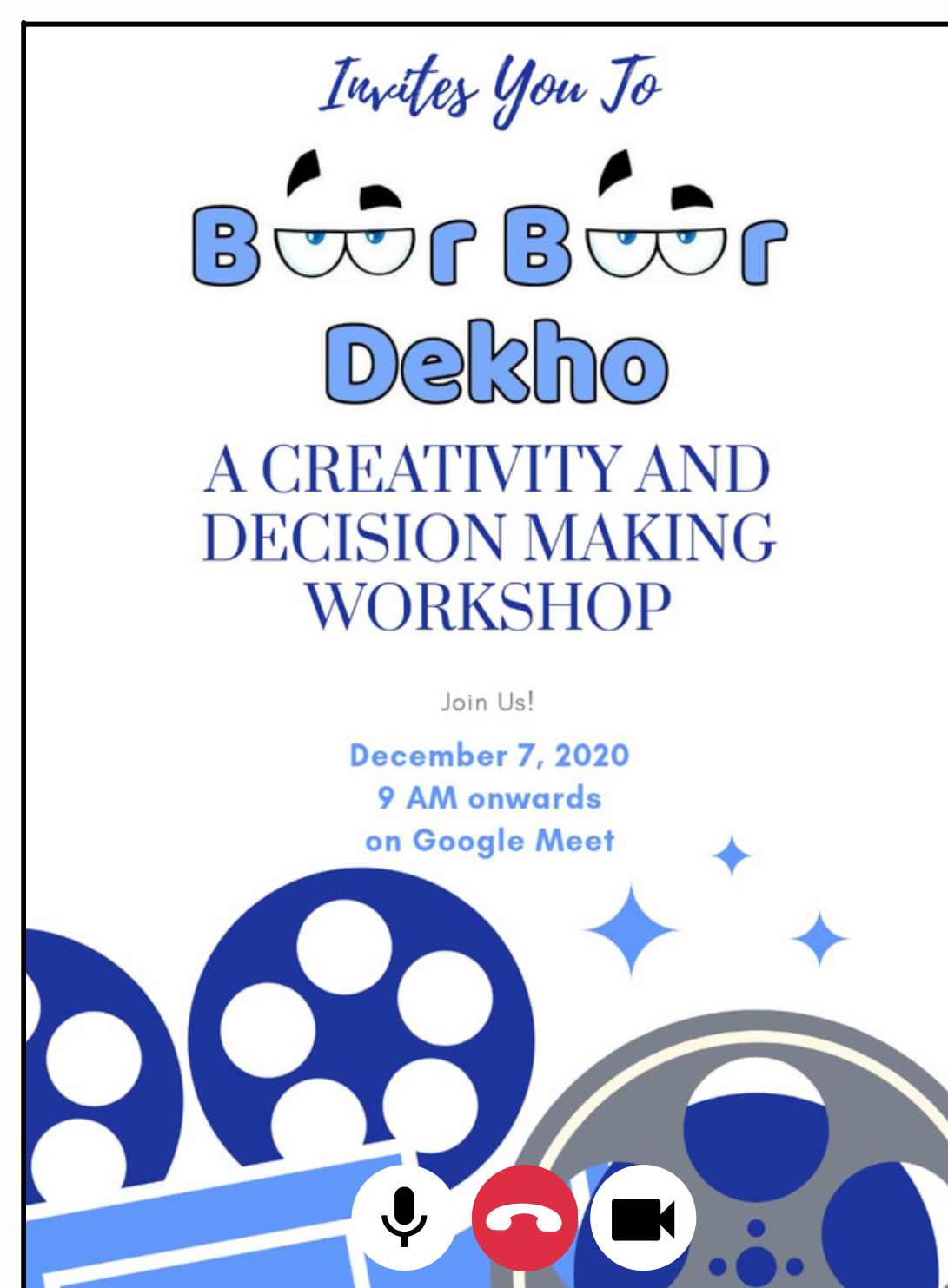
The three-hour workshop provided the students with an opportunity to experientially understand the team development processes and Bruce Tuckman's model of Team Building and Progression. The five stages involved in Team Development Model given by Tuckman (1965) are Forming, Storming, Norming, Performing, and Adjourning. The workshop activities were designed in such a way that each activity symbolized one or more of these stages with an aim of exploring aspects of efficient team functioning. Activities tapping the skills of trust, communication, responsibility, interdependency, leadership, negotiation, and cooperation were included to highlight how each such element leads to a synergistic effect within the team. This workshop was conducted by Chaitannya Bushetty, Salonee Jukar, Swati Baghel, Shandon Coutinho and Vidhi Vikmani.

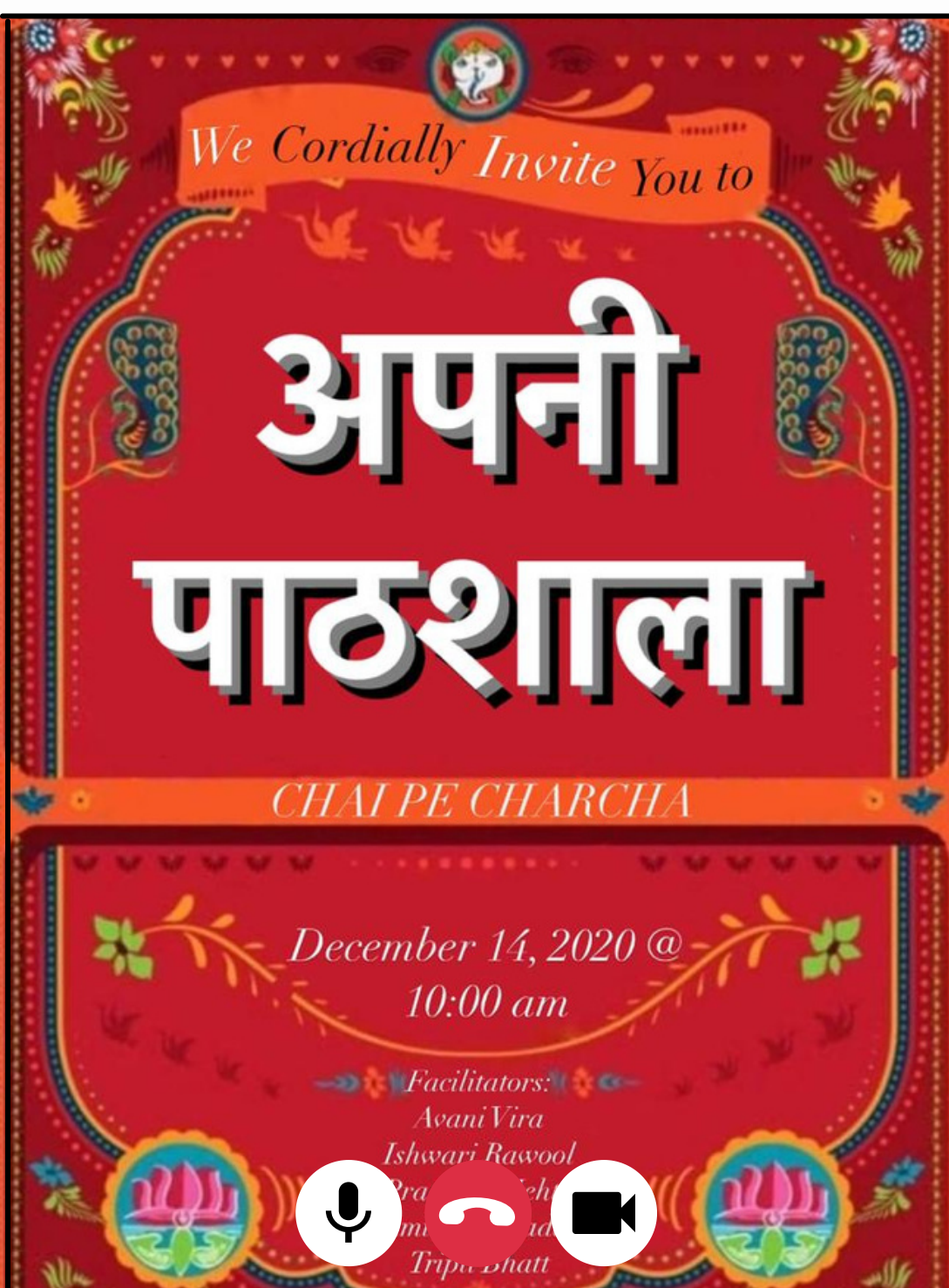
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Creative Problem Solving and Decision Making

The workshop was conducted on 7th December, 2020, via Google meet. It was based on Creative Problem Solving and Decision Making. The aim of the workshop was to provide a fresh outlook to problem solving with the hope that the participants would engage in the "baar baar dekho" ideology in the future to arrive at creative solutions to their problems. The workshop was interestingly themed around Bollywood movies and songs. The workshop had five activities which explored different aspects of creative problem solving and decision making with each activity focusing on one aspect of the main theme. Convergent and divergent thinking, mental sets, transfer of analogies and group decision making were some of the central concepts around which the workshop was constructed. It was conducted by Aarti Haldankar, Bhoomika Lohia, Jessica Soni, Harshita Agrawal and Padmaja Ambiyee.

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Effective Communication Skills

The workshop was conducted on 14th December, 2020 at 10:00 AM via Google Meet. The aim of the workshop was to understand the various subtleties and dynamics of the communication process where many of the specific features are found in organizations. All the activities were well-defined and well-structured as they developed in complexity gradually from the ice-breaker activity at the start. Effective communication skills can deepen your connections to others, build greater trust and respect, and improve teamwork, problem solving, and overall social and emotional health. Thus, the activities were constructed in a way to tap upon the development of interpersonal skills and build rapport with others, active listening skills, appropriate use of open-ended and closed-ended questions, one-way and two-way communication skills, etc. This workshop was conducted by Pracheta Mehta, Samia Mukaddam, Avni Vira, Tripti Bhatt and Ishwari Rawool.

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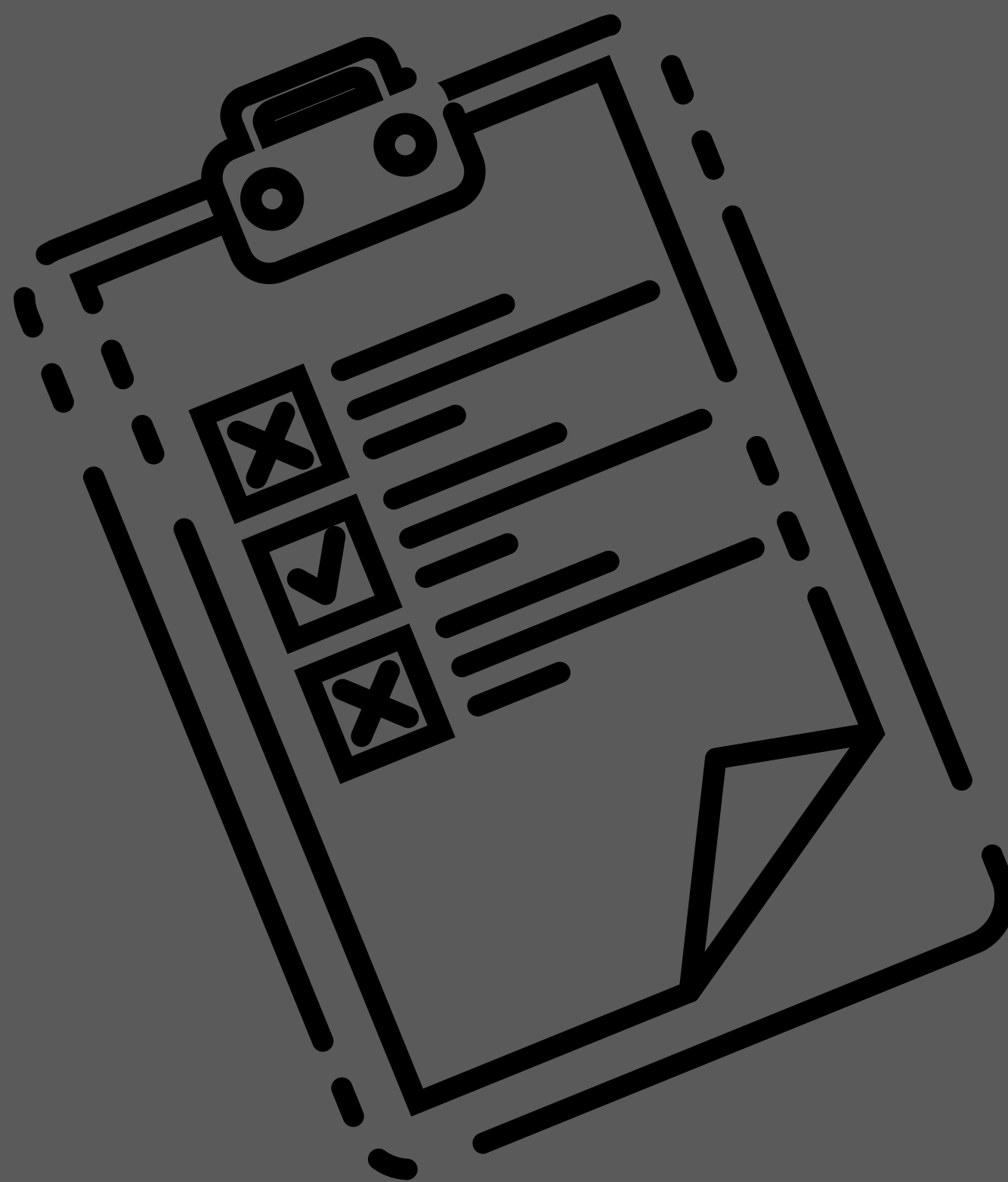
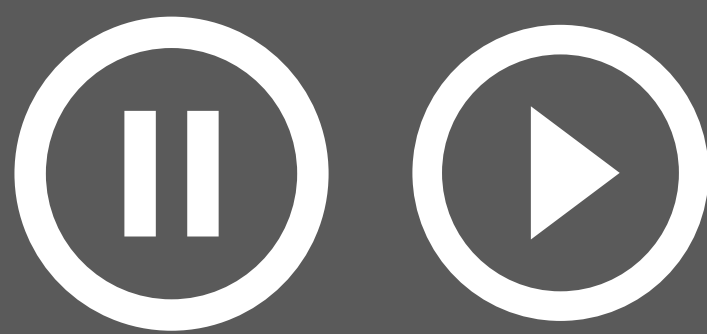
Conflict Resolution & Self-Awareness

The workshop was conducted on December 9, 2020, virtually via Google Meet. The workshop had activities addressing conflict management skills, negotiation skills, self-awareness skills, evaluation skills that can be used in such situations to resolve conflicts. The workshop edified how to recognize when a normal situation is turning into a conflict, how to deal with such a situation, what is one's usual style of dealing with conflicts, and what role self-awareness plays into it. The workshop activities were designed in such a way that the first three activities were on conflict resolution, while the remaining three were on self-awareness. In addition to this, participants were shown a video related to the conflict resolution styles of individuals and a Conflict Mode Questionnaire was also administered. This workshop was conducted by Shruti Soman, Krina Shah, Yashvi Shah, and Sayli Mayekar.

Insert



HRD Instruments





Development of human resources is essential for any organization that would like to be dynamic and growth-oriented. Unlike other resources, human resources have rather unlimited potential capabilities. The potential can be used only by creating a climate that can continuously identify, bring to surface, nurture, and use the capabilities of people. Human Resource Development (HRD) system aims at creating such a climate.

The students were taught five HRD instruments, in terms of how to administer them, score them, and interpret the results. Since they self-administered all the instruments once, they have a first hand understanding of what is required and what problems might occur during administration. The following five instruments were administered:

1

HRD Climate Survey

HRD climate is an integral part of the organization's climate. It plays an important role in ensuring employee competency, motivations, and development.

2

OD Consultant Style Matrix

The OD Consultant Style Matrix has been designed to give an individual information about his characteristic approach to a consulting relationship. This may serve to reinforce existing strengths or it may indicate areas of needed improvement.

3

Role Efficacy Scale

The success of the people employed in an organization depends on their own potential effectiveness, technological ability, managerial experience, and the nature of the role that they play in the organization.

4

Organizational Role Stress

Organizational Role Stress occurs when an individual experiences negative effects in a work-related role in the organization.

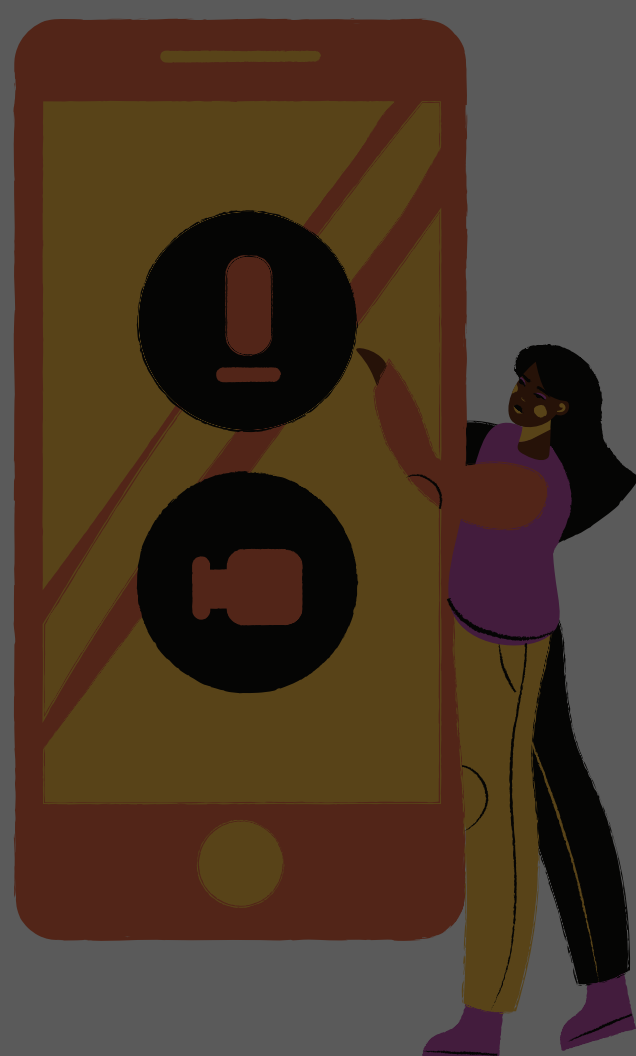
5

Organizational Diagnosis Questionnaire

The HRD instrument based on Weisboard's model establishes a systematic approach for analysis. It provides assessment in six areas of formal and informal activity such as: purpose, structure, relationship, reward, leadership, helpful mechanisms, and attitude towards change. The ODO can be administered to a work unit, an entire organization, or a random sample of each.

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Field Visits





Field visits are excursions, education trips, and visits conducted to observe an event that is unavailable within the classroom. The purpose of field visits is that it can provide students with experiences outside everyday activities. Students of M.A Psychology who chose I/O elective were provided with opportunities to gain practical knowledge of the functioning of various departments relevant to the I/O domain, and especially the Human Resources department, of numerous organizations. These visits happened virtually because of the COVID-19 pandemic. A wealth of information was gained from these visits.

Field visits for the year 2020-2021 included:

Insert

PUKAR (Partners for Urban Knowledge, Action, and Research), Bandra (East) (9th October, 2020)

The aim of this visit was to show students how research can democratizing research among disenfranchised youth and communities, who used research as a tool for empowering themselves and creating knowledge that contributes towards making their communities inclusive and sustainable. A few of their researchers in their Youth Fellowship Program also present their researchers.

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PUKAR
Barefoot Researchers
for Better Communities

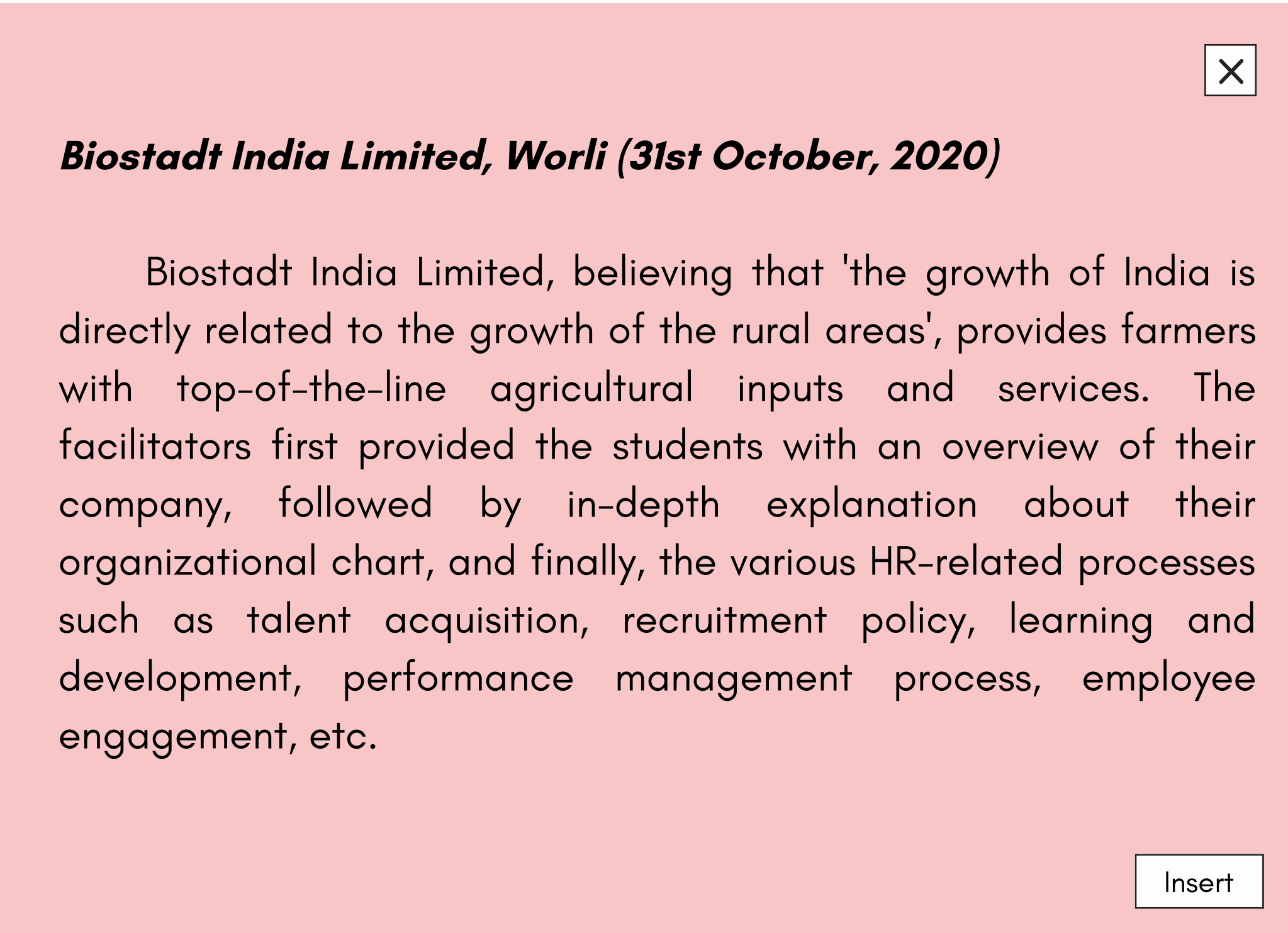




Ummeed Child Development Center, Parel (16th October, 2020)

Ummeed works for children with developmental disabilities, helps them grow and reach their maximum potential while also helping them to get included in the society. A number of aspects about the organization were explained to the students such as the functioning, mission, and vision; the nature of developmental disabilities; the various intra-teams that work to ensure the organization runs smoothly; and finally, Ummeed’s HRD’s functioning was explained in detail as well including how their department has evolved over the years.

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The Yoga Institute, Santa Cruz (East) (3rd November, 2020)

The virtual visit of "Yoga institute", which teaches yoga to thousands of people as well as providing consultations, was a much needed respite for everyone. The facilitator taught some basic yogasanas to students and professors alike, and ensured that at least one asana pertaining to every body part was taught. She also connected yoga to psychology and taught the students about the 5 kleshas, that part of everyone's personality which leads to unhappiness and sufferings.

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Larsen & Toubro Limited (A.B Prasad, Head of Learning and Development) (8th November, 2020)

The facilitator of the visit, Mr A.B Prasad, first talked about his professional journey and then went on to explain about the workings of Larsen & Toubro. From the time when L&T started, to the different major projects the company has undertaken, how talent is developed in the company, the way their leadership program works - nothing was left unexplained. HR Analytics used by the company and their OD programs were other major aspects of L&T explained by him.

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Bombay Cambridge Gurukul, Malad (West) ***(27th November, 2020)***

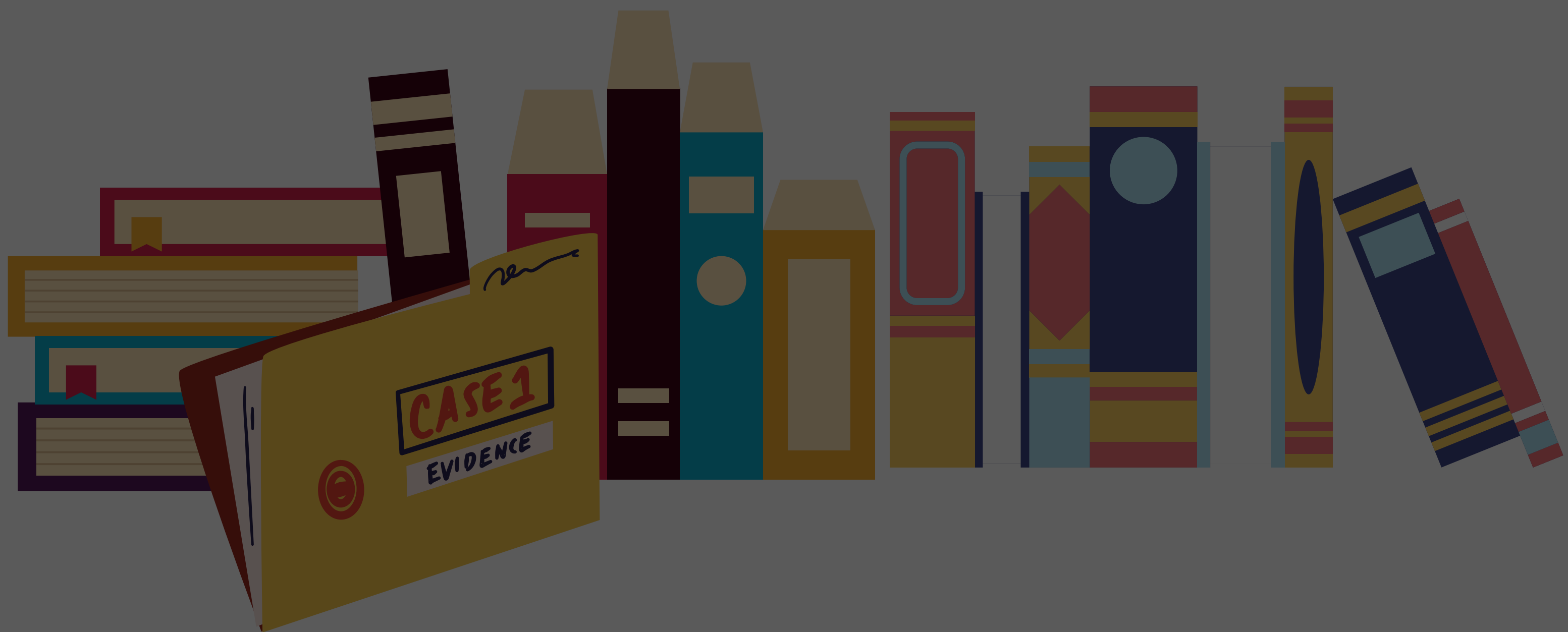
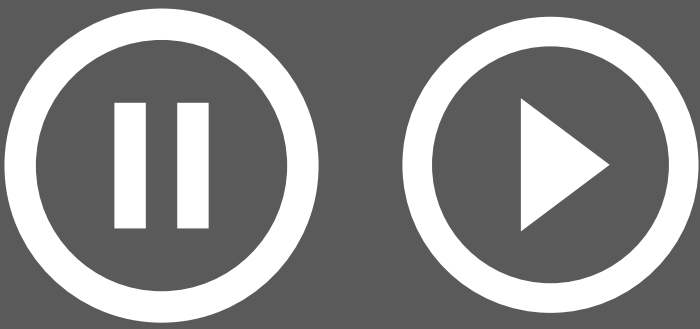


This particular virtual visit enabled the students to understand how an HR department works within an education setting. The facilitators gave an overview of all their school branches in brief and then moved on to their HR processes. Appraisals and training, recruitment, HR's role in growth and development, their current projects like ISO 2018 being implemented, etc was explained in detail. They also explained that their HR team works in coordination with the parents and offers programs for students, staff, parents, and administrators.

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Case Studies





Case study is a process in which students have to identify the issues of the case that are further analysed by using various theoretical concepts to offer a solution for the core problem. Case studies illustrate a real life situation which helps to better understand roles and responsibilities. Case studies enables students to analyse issues from different perspectives and apply critical thinking and problem-solving skills that they have developed through theoretical knowledge gained in classes. Cases are descriptive or demonstrative in nature, showcasing something that has happened or is happening in a particular business or management environment. Whether decision-based or demonstrative, case studies give students the chance to be in the shoes of a protagonist. With the help of context and detailed data, students can analyse what they would and would not do in a particular situation, why, and how. Good cases generally have the following features: they tell a good story, are recent, include dialogue, create empathy with the main characters, are relevant to the reader, serve a teaching function, require a dilemma to be solved, and have generality.

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The general purpose of a case study is to describe an individual situation (case), e.g. a person, business, organisation, or institution, in detail; identify the key issues of the case (your assignment question should tell you what to focus on); analyse the case using relevant theoretical concepts from your unit or discipline; and recommend a course of action for that particular case (particularly for problem-solving case studies).

A major advantage of teaching with case studies is that the students are actively engaged in figuring out the principles by abstracting from the examples. This develops their skills in:

1. Problem solving
2. Analytical tools, quantitative and/or qualitative, depending on the case
3. Decision making in complex situations
4. Coping with ambiguities

The Case Study activity was conducted in groups, wherein students were divided in 4 groups, each group with around 5-6 students who worked on a case which they selected, based on its practical relevance.

Insert





Most “full-blown” cases have these common elements:

- A decision-maker who is grappling with some question or problem that needs to be solved.
- A description of the problem’s context (a law, an industry, a family).
- Supporting data, which can range from data tables to links to URLs, quoted statements or testimony, supporting documents, images, video, or audio. Case assignments can be done individually or in teams so that students can brainstorm solutions and share the workload.

Decision cases are more interesting than descriptive ones. In order to start the discussion in class, the instructor can start with an easy, a noncontroversial question that all the students should be able to answer readily. However, some of the best case discussions start by teachers forcing students to take a stand. Teachers would ask a student to do a formal “open” of the case, outlining his or her entire analysis. Others may choose to guide discussion with questions that move students from problem identification to solutions. Then it steers questions and discussion to keep the class on track and moving at a reasonable pace.

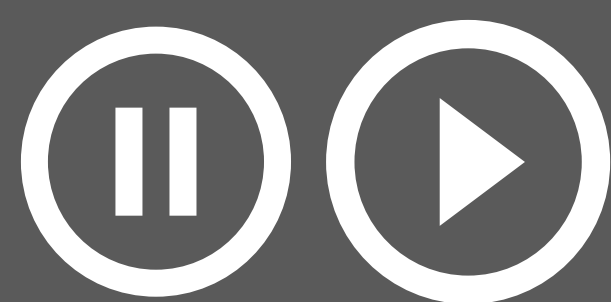
To stimulate attentiveness during the class, the instructor should grade the participation—quantity and especially quality—during the discussion of the case. The teacher should involve as many students as possible. Case studies can be especially effective if they are paired with a reading assignment that introduces or explains a concept or analytical method that applies to the case.

The amount of emphasis placed on the use of the reading during the case discussion depends on the complexity of the concept or method. If it is straightforward, the focus of the discussion can be placed on the use of the analytical results. If the method is more complex, the instructor may need to walk students through its application and the interpretation of the results.

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Focus Group Discussion





A focused group discussion (FGD) involves gathering people from similar backgrounds or experiences together to discuss a specific topic of interest. It is a form of qualitative research where questions are asked about their perceptions, attitudes, beliefs, opinions, or ideas. It is a sublime way to congregate people from different backgrounds or experiences with certain commonalities. The FGD begins with a concrete goal or a topic of discussion. It is imperative for the target population to have a clear idea of the discussion. A couple of facilitators guide the discussion and ensure that it remains focused on the areas of discussion. For this purpose, the facilitators often have a list of prepared questions and prompts, called a schedule. Apart from all this, recruiting the participants, and deciding the venue, date, and time are some of the basic requirements of the process. Obtaining the consent of the participants is an important step in the conduction of the FGD. Further, ethics also have to be considered. Finally, the process ends with a detailed qualitative analysis of the responses elicited, and the findings are, thereafter, applied to the respective area. The discussion is, quite often, recorded for the purposes of transcription and later analysis with due consent of the participants. The students were trained to be effective facilitators by enhancing the moderating and observational skills with the help of a goal-oriented action plan which ranged from deciding on a topic, a target population, and relevant questions, to writing a detailed report based on narrative and thematic analyses. There were six groups of students and the topics explored by them were:

Insert

Perceived Stress and Coping Strategies among Doctors during the COVID-19 Pandemic in India

The student researchers focused on how the on-going pandemic is affecting doctors. Through this particular FGD, it was observed that there were a number of factors that added to the stress of the front-line workers as well as the general public, including the government's support through it, stress from family and related emotional stressors, the work environment in itself, and the ever-increasing mortality rate. However, in spite of all the challenges, it was observed that the doctors treated and supported each other as family members to become a unit, which acted like a way to cope with stress during difficult times.

Insert





Assessing People's Preference for Work from Home or Work from Office

In this FGD, one of the main themes that emerged was how work from home (WFH) seemed feasible to some as it saved time spent in commute. Another issue was that WFH could eventually mean longer working hours. Further, technological issues played an important role in the hassle of WFH organisations, and it took a toll on the employees' psychological well-being and health. People also faced a breach in privacy since the boundaries between working hours and personal life were blurred, and they tended to work longer than the required hours. Most preferred working from office rather than from home as the continuous use of technology made them nauseated. One positive outcome that emerged was that there were new norms in place for the celebration of festivals or occasions. The companies took into consideration their employees' physical health and encouraged working on it.

Save

The Effect of Infrastructure on Employee Productivity in Government Organizations

In this FGD, the researchers noted down 9 thematic areas that affect the productivity in government organizations. These included the ongoing nature of upgradation of infrastructure, lack of basic amenities, lack of gadget maintenance, technological impairment, population overwhelming the infrastructure, lack of uniformity, multiple barriers to reach change, lack of inclusive decision making, and infrastructure and work culture going hand in hand.

Insert





The Work-Life Balance of Women During the COVID-19 Pandemic Lockdown

The year 2020 will definitely go down in history as one of the most traumatic experiences any generation has experienced. This FGD concentrated on the work-life balance of women, specifically, during COVID-19. One of the main themes that came to light was the increase in workload, which caused an increase in multitasking. Emotional distress and uncertainty were other factors that caused distress due to loss of lives, loss of jobs, and fear of contracting the virus itself. Difficulties in coordination and communication was another factor that was uncovered. Decreased quality of personal and professional life also emerged as a theme during the discussion. One positive factor that was a common theme was that people reported having new found appreciation for parents and family members. Improvement in work management and adaptation strategies also emerged as a theme during the discussion.

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Rejoining after Maternity Leave: Changes in the Responsibilities of and Attitudes towards New Mothers

This FGD sought to understand the changes in attitudes new mothers face in an organisation along with the changes in the responsibilities that are handed over to them with testimonies from new working mothers, working women, and working men. Through the discussion, the student researchers noted that none of the participants mentioned any particular changes in the workload that the new mothers experienced, nor were there any changes in the responsibilities that were assigned to them. Further, they were given concessions in terms of work timings, such as less work hours and being allowed to leave on time as opposed to working overtime. Additional facilities were also made available to the new mothers. The attitudes that were recorded were that the co-workers were considerate, supportive, and helpful. Even though most of the participants mentioned only positive experiences, there were also negative responses that were recorded. The researchers also asked the participants to put forward a few suggestions to improve the situation for new mothers and the common responses among these were sensitivity training and raising men with the right attitudes from the beginning.

Insert





Online Learning during the COVID-19 Pandemic:

Understanding the Challenges Encountered by MA Psychology Students

Online learning has now become a part and parcel of every student due to the pandemic and adapting to this sudden transition is one of the major concerns for all- the students, the teachers and all educational institutes. This discussion mainly focused on the perspectives of students and the challenges they encounter while engaging in the online mode of learning. The themes that emerged were- a general dissatisfaction with the educational impact; the lack of access to original materials and books since the participants reported that the materials they received from professors were inadequate as original materials couldn't be shared. The participants also mentioned the inconvenience they faced with regards to the increase in screen time and barriers in communication. Another theme that was observed was the lack of supervision, as the professors were not able to check on the progress of the students and give personal attention to each student. The last theme observed was regarding the mental health concerns of the students. The participants expressed feelings of inadequacy and hopelessness; however they also expressed optimism and hope for better use of technology in the future.



Save



Talks and Seminars



1

'A journey to the bottom of the iceberg' - Exploring the unique dynamics of organizational life

The speaker for this talk was Ajit Menon, a leadership and organizational consultant and partner in a boutique consultancy, Blacklight Advisory Ltd in the United Kingdom. He is a business psychologist by training and works with leaders of businesses to help them navigate the (often unseen) issues and challenges that get in the way of achieving their goals. He specializes in group dynamics and often works with top teams, executives and boards around their effectiveness. In this talk he explored the metaphor of the organization as an iceberg i.e. what is unseen and intangible in organizations and how these have an impact on the tangible i.e. structure, systems and strategy. He drew upon his experience and a number of stories to bring this idea to life. He referenced ideas from his upcoming book 'What lies beneath; how organizations really work'.

2

Politics of the Psychology of Selfhood

This seminar was organized by Dr. Umesh Bharte in collaboration with ICSSR, West Region. Dr. Arvind K Mishra was the speaker for the session. The seminar was peculiar and insightful at the same time. Not only a refreshing topic, but also a rather eye-opening talk- it has enabled students to broaden their horizons in the field of psychology by encouraging them to think outside of what is taught in their regular courses.

3

The 'Communities of Care' mental health festival

Hosted by Ummeed child development center, This was a small 3-day series of conversation, events and workshop that was based on how communities of care might look outside the therapy room. The motive behind arranging this workshop was to explore the ideas, practices and initiatives people have participated in to make these communities come alive.

4

Non - violence & Communal Harmony talk - on the occasion of the concluding ceremony of 150th Birth anniversary of Mahatma Gandhi on 2nd Oct, 2020.

Hosted by Peace center and Department of Psychology of Mumbai University. This talk delivered Gandhi's thoughts on non- violence, peace & communal riots. In these talks they explored Gandhi's journey to spread peace in the world, government's duty towards the marginalized, socio-economic poverty and violence, human rights and communal harmony etc. The purpose behind conducting this talk was to spread awareness about people's rights and duties toward communal harmony.

5

Revolution of the "Most Reasonable": Rawl's Legacy in the 21st century

By Alessandro Ferrara (eminent political philosopher Prof Alessandro Ferrara from the University of Roma Tor Vergata) Sambhasan, University of Mumbai's interdisciplinary online journal began its lecture series with this illuminating talk on Feb 21, 2021, which marked the philosopher John Rawls's birth centenary. It focused on the abiding significance of Rawl, who reorientated us to the normative political theory grounded in democracy, inclusiveness and public debate.

6

**Diversity and Inclusion Week - Inaugural Address by Parmesh Shahani
Hosted by Youth India (Mumbai)**

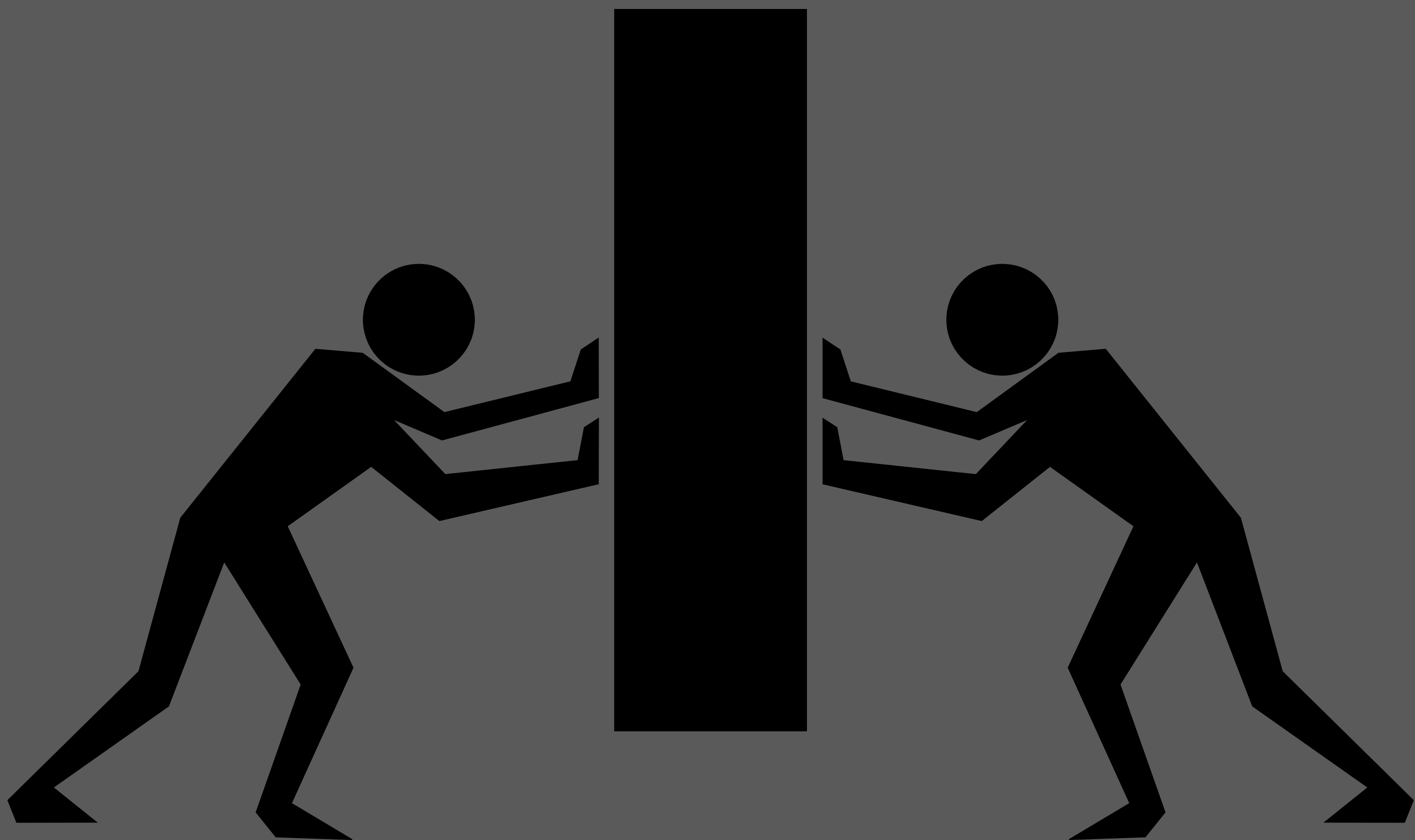
The focus of the talk, titled "Retrospective and Perspective" was the LGBTQ+ community. Parmesh Shahani is the director of the Godrej India Culture Lab, an experimental space that produces research and events spanning academia, activism, business, and the arts in Mumbai.

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Force Field Analysis



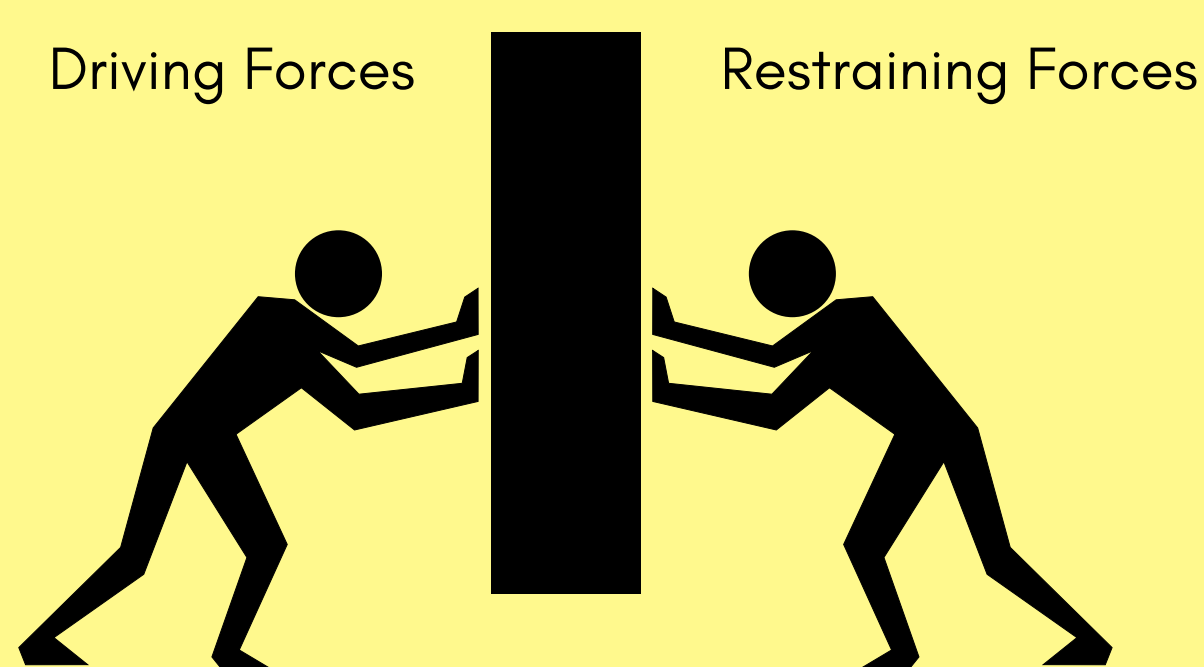


Force Field Analysis is a widely used change-management model that is used to identify and map the problems that hinder an organization's processes. It is used as a diagnostic tool as well as a powerful decision-making tool during change planning. It is a highly structured method that guides the analysis of a problem situation to produce a plan for change. It identifies and understands the forces that drive or hinder a proposed change. These forces either help or block the movement towards the desired goal.

Force Field Analysis is an important element to this course as it provides an orientation towards how planned change can be implemented. It exposes students to the intricacies entailed in the process as well as how planned change is a matter of including all those who are to be affected by the change. It gives an insight into understanding the balance of driving forces that are pushing the organization towards change and the restraining forces pushing against the change. This activity helps in developing various skills such as decision-making, problem-solving, strategic thinking, team-work, project management and analytical thinking. This activity encourages students to understand the versatility of Force Field Analysis and how it can be applied to situations in organisations.

Force Field Analysis involves the following steps:

1. Define the problem
2. Decide the desired condition
3. Identify the driving and restraining forces operating in the current condition
4. Examine the strength of the forces
5. Develop strategies or action plans for increasing the driving forces
6. Implement the action plans
7. Discuss and review the action plans; plan and implement the actions to be taken to maintain the new status quo.



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Appreciative Inquiry





Appreciative inquiry is about the search for the best in people, their organization and the strength-filled, opportunity-rich world around them. Appreciative inquiry is not much a shift in the methods and models of organizational change but it is a fundamental shift in the overall perspective taken throughout the entire change process to 'see' the wholeness of the human system and to enquire into the system's strength, possibilities and success.

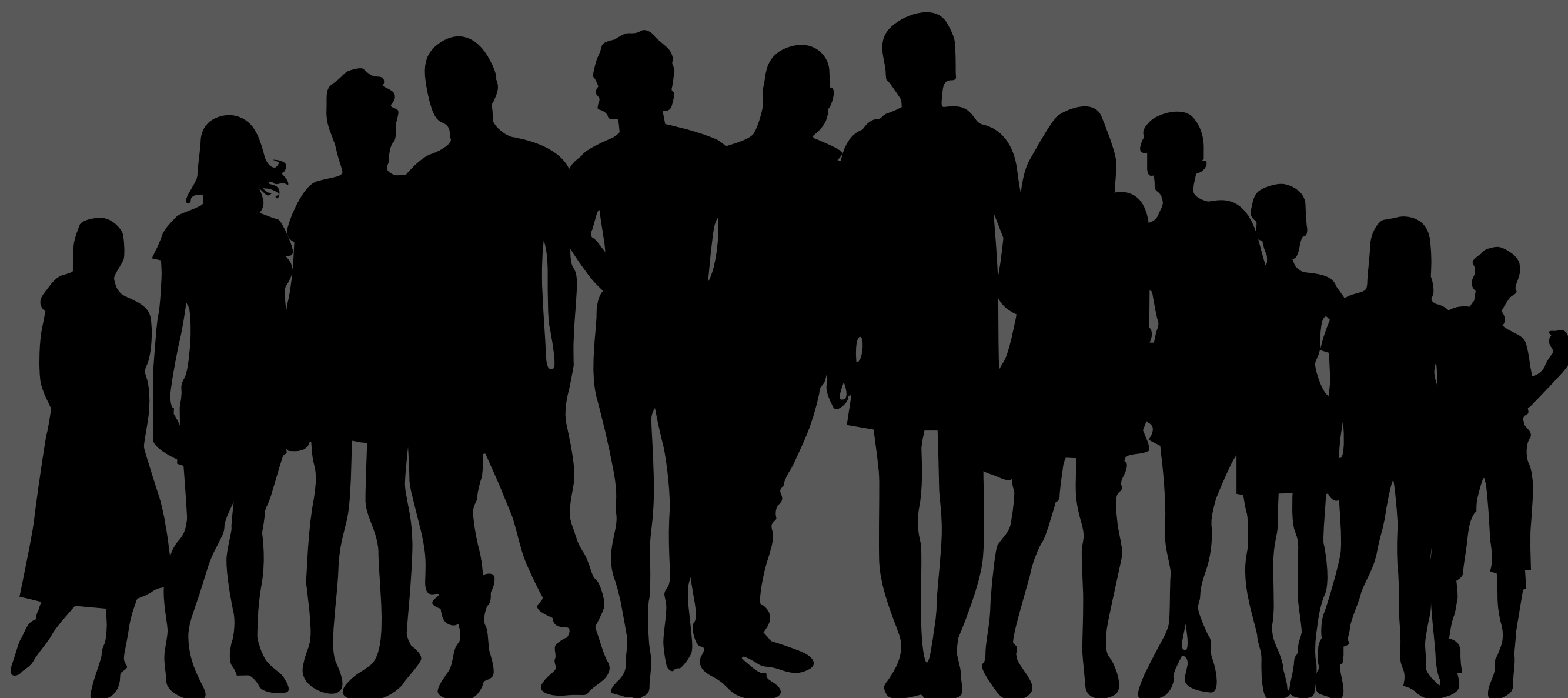
Appreciative inquiry is a change in a person's point of view wherein people get to know more about their desires, what are the more influential factors for development, and what we have to become and our goals. Appreciative inquiry provides a process for exploration, rapid prototyping, and constant exploration through continuous dialogue that focuses on what one is learning and how that is a precursor for the next exploration. AI deliberately seeks to work from accounts of a positive core. This shift from problem analysis to positive core analysis is at the heart of positive change.

There are five principles of AI: "Constructionist principle" proposes that what we believe to be true determines what we do and, thought and action emerge from relationships. Through the language and discourse of day to day interactions, people co-construct the organizations they inhabit. The purpose of inquiry is to stimulate new ideas, stories and images then generate new possibilities for action. "The Principle of Simultaneity" proposes that as we inquire into human systems which change and plant the seeds of the change, the things people think and talk about, what they discover and learn, are implicit in the very questions asked. Questions are never neutral, they are fateful and social systems move in the direction of the questions they most recently and passionately discuss. "The Poetic Principle" proposes that organizational life is expressed in the stories people tell each other every day, and the story of the organization is constantly being co-authored. The words and topics chosen for inquiry have an impact far beyond just the words themselves. They invoke sentiments, understandings, and worlds of meaning. In all phases of the inquiry effort is put into using words that point to, enliven and inspire the best in people. "The Anticipatory Principle" posits that what we do today is guided by our image of the future. Human systems are forever projecting ahead of themselves a horizon of expectation that brings the future powerfully into the present as a mobilizing agent. Appreciative inquiry uses artful creation of positive imagery on a collective basis to refashion anticipatory reality. "The Positive Principle" proposes that momentum and sustainable change requires positive affect and social bonding. Sentiments like hope, excitement, inspiration, camaraderie and joy increase creativity, openness to new ideas and people, and cognitive flexibility. They also promote the strong connections and relationships between people, particularly between groups in conflict, required for collective inquiry and change.

The most common model utilizes a circle of four processes which focus on "Discover", the identification of organizational processes that work well; "Dream" ,the envisioning of processes that would work well in the future; "Design", planning and prioritizing processes that would work well; and "Destiny", the implementation of the purpose design. Appreciative inquiry attempts to use ways of asking questions and envisioning the future in order to foster positive relationships and build on the present potential of a given person, organization or situation. The aim is to build or rebuild organizations around what works rather than trying to fix what doesn't work. AI practitioners try to convey this approach as the opposite of problem solving.

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Students Profile



Aarti Haldankar

D.O.B: December 14th, 1997



Address: Malad (East), Mumbai

Email ID: aartihaldankar14121997@gmail.com

Graduation: Shri. M. D. Shah Mahila College of Arts and Commerce (BA in Psychology, 2017-18)

Semester 3 and 4 electives: Family and Couples' Therapy, and Personality Disorder; Communication and Social Skills, and Peace Psychology

Extra-curricular activities:

1. Participated in a paper presentation under MD Shah's English Association and won 2nd prize (2017-18)
2. Participated in a training program on Emotional Well-being held by MD Shah's Psychology Department (2016-17)
3. Completed the certified "Introduction to Early Childhood Education" in pre-primary teacher training course under the course of Home Economics: Child Care (2016-17)
4. Participated in inter-college competition arranged by SNTD College (2016-17)
5. Completed the course in Power of Positive Thinking (2016-17)
6. Successfully passed a Travel & Tourism certificate course with A grade (2015-16)
7. Awarded 2nd prize in poster-making competition on "Being in for Inclusion"
8. Participated in the Good Governance Program in Mumbai Suburban Youth Festival
9. Participate in Maha IT Genius eTest
10. Participate in Gandhi Vichardhara exam
11. Completed a certified course of Windows & MS-Office

Dissertation topic: Post Graduate Students' Attitude towards LGBT Students' in University.

Summary: The LGBT community faces injustice and discrimination by others which is a serious problem that still persists in some countries. But it is also the case that many societies are moving forward in the acceptance of this difference. So, the purpose of this study is to reveal the current attitude of youths towards this group, and to be able to use that data to broaden the view that the rest of the population has of LGBT students on campus. The research hypothesis was that PG male students will have a more acceptable approach/attitude towards LGBT students at University than female students. Kundra's Attitude Scale towards LGBT individuals, which had 28 sample items, was used.



Adele Albuquerque

D.O.B.: December 11th, 1998



Address: Malad (West), Mumbai

Email ID: adele.albuquerque.07@gmail.com

Graduation: Wilson College, Mumbai. (B.A. Psychology, 2018-19)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Dissertation topic: Personality, Cultural Competence and Organizational Citizenship Behaviour in Indian Private Sector Organizations.

Summary: India is a culturally diverse nation. In order to have healthy interpersonal relations in society, it is important to effectively understand members from different cultures. As our workplace is also a part of the society we live in, this understanding needs to be extended to employees so that they can be an asset to the organization with their interpersonal behaviours. As personality plays a huge role in the characteristics of individuals, it would be beneficial to understand the relationship and the impact it has on an individual's level of cultural competence and organizational citizenship behaviour.



Avani Vira

D.O.B.: September 20th, 1997



Address: Kandivali (West), Mumbai

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Graduation: Karmaveer Bhaurao Patil College, Vashi (B.A. Psychology, 2017-18)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Professional endeavours:

1. HR Intern at Trijog: Know Your Mind (Present)
2. HR Intern at Psychology at your Tips (2020)
3. Speech-Language Pathologist Assistant at Jeet Child Development centre (2020)
4. Shadow Teacher at Starlit Ability Enhancement Services (2019)

Extra-curricular activities:

Chakra healing, pranic healing, tarot cards, volunteered for college festival and workshops

Dissertation topic: To Identify how Leadership Behaviour Affects Organizational Performance

Summary: The main objective of the study was to find out the concepts and types of leadership behavior, and to investigate the impact of leadership behaviors on organizational performance in finance and marketing companies. Organizational performance is a complex and multidimensional phenomenon in business literature. It comprises the results of an organization or the actual outputs of an organization, which can be measured against the intended outputs, goals, and objectives. Organizational performance involves 3 areas associated with the organization: financial performance, shareholder return, and product/service market performance. This study aimed to understand if leadership behavior's dimensions have a significant impact on the organizational performance by conducting a comparative study between two companies using a qualitative research methodology.



Bhoomika Lohia

D.O.B.: October 29th, 1995



Address: Andheri (East), Mumbai

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Graduation: L.S. Raheja College of Arts and Commerce, Juhu (B.A. Psychology, 2018-19)

Semester 3 and 4 electives: Consumer Psychology, and Advanced Applied Psychometrics and Data Analytics; Applications of Neuropsychology for Health Management, and Political Psychology

Audit courses: Training and Development, Advanced Social Psychology

Professional endeavour:

1. Personal tutor to 5th grade students (2017-18)
2. Home baker and owner of small business: A Little Xtra

Extra-curricular activities:

1. Winner of inter-collegiate research competition (Social Comparison and Life Satisfaction: Testing Self-Efficacy as a Mediator in Early Adults) (2019)
2. Completed a course on colour psychology and drawing analysis
3. Completed course in graphology
4. Trained to be a special educator
5. Certificate in archaeology
6. Completed a course in Listening Skills in Counselling

Dissertation topic: Personality Determinants of Stress Response in Sports Persons

Summary: The world of sports subjects one to a variety of stressful situations (e.g., training, competition, lifestyle, etc.). The research aimed to study how inherent personality traits affect sports persons' responses to these stressors. This entails a test of mental toughness as well as coping strategies employed by athletes.



Chaitannya Bhushetty

D.O.B.: May 18th, 1998



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Graduation: L.S. Raheja College of Arts and Commerce, Santacruz (B.A Psychology, 2018-19)

Semester 3 and 4 electives:

Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Extra-curricular activities:

1. Completed a course in the Science of Wellbeing from Yale University
2. Organized a research paper conference on Psychological Wellbeing and Holistic Wellbeing (2019)
3. NSS member, Santacruz (2016-2018)
4. Worked with Akshara NGO (2016-2018)
5. Charcoal painter

Dissertation topic: The Relation of Female Humour Styles to Job Engagement and Self-Efficacy

Summary: This research was a quantitative research studying the humour styles used by female employees as there are differences in humour styles used by males and females. There is a lack of research on humour. There is a lack of research on humour used by employees and the relation it has with their job engagement and self-efficacy. Only the female population was studied as there are many articles stating that humour by females is judged, treated, and perceived differently in the work environment as compared to males, thus having an effect on their work performance and workplace behaviour. Hence, this research studied the relation between the style of humour used by female employees and their job engagement and self-efficacy.



Gayatri Godbole

D.O.B.: January 5th, 1999



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Graduation: Ramnarain Ruia Autonomous College, Matunga (B.A Psychology, 2018-19)

Semester 3 and 4 electives: Consumer Psychology, and Human Resource Management; Communication and Social Skills, and Peace Psychology

Professional endeavours:

HR Intern at GAOTek.Inc (April 2021-Present)

Internship under Dr. S. Kalelkar (M. B. B. S., M. D., D. P. M.) (November, 2018)

Extra-curricular activities

1. Volunteer (scale translation) for Covid-19 Online Counseling service (UDAP, University of Mumbai)
2. Pursuing level N5 Japanese Language at Indo-Japanese Association
3. Completed level B2 of French Language at Alliance Française de Bombay
4. Executive Editor of the Ruiaite Monthly (2018-19)
5. Student Editor of the Ruiaite Annual (2017-19)
6. Student writer in the Ruiaite Monthly (2015-2018)
7. National Service Scheme volunteer (2014-2015)
8. Basic course in Calligraphy at APSC

Dissertation topic: Co-existence of Religious and Occupational Identities in the Workplace.

Summary: This research aimed to understand if teachers compartmentalise their religious and occupational identities in the workplace, and if they did, what strategies they use to do so. Additionally, it tried to study the effects of co-existence of these 2 identities in the workplace.



Harshita Agrawal

D.O.B.: December 7th, 1998



Address: Borivali (West), Mumbai

Email ID: harshitaagrawal998@gmail.com

Graduation: Mithibai College of Arts, Vile Parle (B.A Psychology, 2018-19)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Audit courses: Advanced Social Psychology, Consumer Psychology

Professional endeavours: HR Intern at PRISM HR Consultancy (March 2021-Present)

Extra-curricular activities:

1. Presented a research paper titled "Relationship between Minority Stress, Outness, and Subjective Well-being in LGB individuals in India" at RCI approved two-day national conference on "Psychology for Health, Happiness, and Humanity" organized by Karmaveer Bhaurao Patil College (2019)
2. Secured 3rd rank in Psyc-surprise event conducted by Psyc-Insight, inter-collegiate festival organized by the Psychology Department of Jai Hind College (2019)
3. Organised Mind Labyrinth 2019 (inter-collegiate psychology festival of Mithibai College)
4. Presented a paper in Research Reading Circle organized by Department of Psychology, Mithibai College (2018)
5. Attended a 16- hour Skill Enhancement Course titled, "Workshop for Personal and Professional Skills Enhancement through Creative Arts" (2018-2019)
6. Attended the 24th Annual Conference of the Bombay Psychological Association (2017)
7. Baking

Dissertation topic: Relationship between Technostress Creators and Work-Related Quality of Life of Working Professionals during the COVID-19 Pandemic

Summary: This study looked at how technostress creators (factors causing technostress) impact the work-related quality of life of working professionals during the COVID-19 pandemic. In simple words, technostress is, "any negative impact on attitudes, thoughts, behaviours, or body physiology that is caused by technology". Quality of Working Life (QoWL) is a theoretical concept that aims to capture the essence of an individual's work experience in the broadest sense (general well being, home-work interface, job & career satisfaction, control at work, working conditions, and stress at work).



Ishwari Rawool

D.O.B.: February 25th, 1998



Address: Sindhudurg, Maharashtra

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Graduation: Goa College of Home science (B.Sc. Human Development, 2018-19)

Semester 3 and 4 electives: Human Resource Management, and Family and Couples' Therapy; Communication and Social Skills, and Peace Psychology

Professional endeavours:

1. Worked with children with mental retardation (2019)

Extra-curricular activities:

1. Art, music, and dance

Dissertation topic: Gender Pay Gap in Women

Summary: The gender pay gap, or gender wage gap, is the average difference between the remuneration for men and women who are working. Women are generally considered to be paid less than men. There are two distinct numbers regarding the pay gap: non-adjusted versus adjusted pay gap.



Jessica Soni

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Graduation: BL Amlani College, Juhu (B.A Psychology and Sociology, 2018-19)

Semester 3 and 4 electives:

Consumer Psychology, and Personality Disorder; Applications of Neuropsychology for Health Management, and Behavioural Economics

Extra-curricular activities:

Painting, sketching

Dissertation topic: Motivations and Factors that Influence Student Migration from India

Summary: In the factors that influence student migration, the present study has mainly looked at the level of studies, immigration policies, availability of research centres, field of studies; while the demographic variables taken were age, gender, and community level. The dependent variable of this study was a binary variable, that is, an individual's decision of either going abroad or staying in India. The statistical analysis applied in this study was Pearson's Chi Square and logistic regression.



Jolanca Desouza

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Address: Ghatkopar (West), Mumbai

Email ID: jolancad16@gmail.com

Graduation: Sophia College for Women, Mumbai (BA in Psychology & Philosophy, 2018-19)

Semester 3 and 4 electives: CBT and REBT: Basics and Application, and Training and Development; Communication and Social Skills, and Change Management

Professional endeavours:

1. HR intern at Trijog: Know your Mind (Present)
2. Shadow teacher of a student studying in Podar Jumbo Kids
3. Psychology summer internship (2020)

Extra-curricular activities:

1. Volunteered for college festivals and workshops
2. Certified course in basic baking
3. Certified course in social research methods

Dissertation topic: Relationship between Staff Room Environment, Teachers' Workload, and the Attitudes Teachers have on Students' Mental Health

Summary: The study aimed to understand the attitudes teachers have towards a student's mental health, and to further understand if their workload and the staff room environment plays a role in their attitudes. A majority of mental illness starts during the adolescent period which is why teachers can be a major resource in the provision of mental health services to them. Since students spend 7-8 hours of their day in the school, teachers play a critical role in their academic outcomes as well as their social and emotional functioning. This study aimed to create awareness with regards to the importance of mental health in children by understanding the merits as well as the shortcomings of the institution.



Krina Shah

D.O.B.: September 23rd, 1997



Address: Bhayandar, Mumbai

Email ID: krina.ks23@gmail.com

Graduation: St Xavier's (Autonomous) College, Mumbai (B.A. Psychology, 2017-18)

Semester 3 and 4 electives: Training and Development, and Advanced Applied Psychometrics and Data Analytics; Communication and Social Skills, and Behavioural Economics

Audit courses: CBT and REBT: Basics and Application

Professional endeavours:

1. Operations Coordinator for Project Rise4girl: HELP Trust (March 2020-February 2021)
2. HR Executive Intern: Century Cargo Carrier Pvt Ltd (February-July 2019)
3. HR Intern: JM Financial (April-September 2018)
4. HR Assistant (Intern): Arrow AI (April-May 2017)

Extra-curricular activities:

1. Core team member of Psychology Department Magazine at St Xavier's College (2017)
2. Wrote and presented research papers in the annual Psychology Seminar of St Xavier's College for two years: "The phenomenon of Increasing Popularity of Virtual Teams" (2017), and "Media's Impact on Body Image" (2016)
3. Volunteer teacher at Snehalaya Special School for 1 year (2015-2016)
4. Volunteer Leader at Daan Utsav
5. Had two of my paintings sold in an art exhibition at school

Dissertation topic: Error Management Culture as an Organisational Antecedent to Employees' Mindfulness

Summary: Errors are ubiquitous, and the way organisations deal with errors can influence employees' attitudes at work. Using a mixed research design, the present study explored how error management culture (as opposed to error prevention culture) can be an organisational antecedent to employees' mindfulness. This study looked at mindfulness as a cognitive flexibility that enhances novelty seeking, novelty producing, and engagement, resulting in being situated in the present. The study thus contributes to the meagre existing literature on non-meditative means to facilitate employees' mindfulness at the workplace.



Manisha Soni

D.O.B.: October 16th, 1998



Address: Charni Road, Mumbai

Email ID: manishasoniixx@gmail.com

Graduation: John Wilson College (BA in Psychology, 2018-19)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Professional endeavours:

1. HR Intern at LUDIFU (Present)
2. Internship at Youth for Mental Health (2020)
3. Tour organizer- Adventure Tours Pvt Ltd (2017-18)
4. Personal drawing tutor for children and adolescents (2015-17)

Extra-curricular activities:

1. Certified in Graphic designing and 3D art.
2. Trained in fencing and sword fighting.
3. Creative head for Maharashtra Utsav (2016-17)

Dissertation topic: Beneficial or Detrimental: Effects of Peer Unemployment and Job Security on Workplace Well-Being

Summary: Research on global recession, which is looming and has left many unemployed, has shown the effect of unemployment on those who get laid off, but there is a scarcity of research on how facets such as peer unemployment and job security play a huge role in determining workplace well-being of those who remain employed. This study, thus, attempted to fill that research gap.



Osheen Fernandes

D.O.B.: November 12th, 1997



Address: Mira Road (East), Thane

Email ID: oshferns@gmail.com

Graduation: Sophia College for Women, Mumbai (B.A. Psychology and Sociology, 2017-18)

Semester 3 and 4 electives: Rehabilitation Psychology, and Human Resource Management; Communication and Social Skills, and Behavioural Economics

Extra-curricular activities:

1. Certified in the Theory of Music (Grade level V), Trinity College, London
2. Certified in Music Performance (Grade I), Trinity College, London.

Dissertation topic: Work Environment and Job Satisfaction: Mediating Effect of Work-Family Conflict

Summary: The research examined the effect of the work environment on the job satisfaction of mothers working from home, and the way that work-family conflict mediates the levels of job satisfaction. Since the pandemic, the work processes of employees have been shifted from their offices to their homes. This shift has allowed the work life to invade home life which has blurred the distinction between the two, causing work-family conflict. By conducting this study, I aimed to understand the work environment and the job satisfaction of mothers who have been working from home, the results of which would help organizations when formulating formal work-from-home policies and rules as well as help the organizations identify the needs of working mothers and provide the necessary compensation.



Padmaja Ambiyee

D.O.B.: July 9th, 1998



Address: Sawantwadi, Maharashtra

Email ID: padmajaambiyee@gmail.com

Graduation: DBJ College, Chiplun (B.A. Psychology, 2018-19)

Semester 3 and 4 electives: Human Resource Management, and Family and Couples' Counselling; Communication and Social Skills, and Change Management

Audit courses: Personality Disorders: Theory, Diagnosis, and Treatment, Advanced Skills and Processes of Counselling and Psychotherapy

Extra-curricular activities:

1. Rashtrapati award in Scout and Guide (2015)
2. State badminton player

Dissertation topic: Personality Descriptors of People in Konkani Region

Summary: This research was undertaken to determine how Konkani people actually are. There are some specific descriptors of personality, and hence, the research determined what those personality descriptors are of Konkani people.



Pracheta Mehta

D.O.B.: May 3rd, 1998



Address: Bandra (West), Mumbai

Email ID: mehtapracheta@gmail.com

Graduation: KBP College, Vashi (B.A. Psychology, 2017-18)

Semester 3 and 4 electives: Advanced Skills and Processes of Counselling and Psychotherapy, and CBT and REBT: Basics and Application; Communication and Social Skills, and Peace Psychology

Audit courses: Rehabilitation Psychology

Professional endeavours:

1. Research internship under Dr. Vivek Belhelar, UDAP

Extra-curricular activities:

1. Volunteered for scale translation For Covid- 19 Online Counselling Service at UDAP
2. Internship on 'Test Development and Psychometrics Project' under Dr. Vivek Belhekar for UDAP
3. Internship of 2 months at Artisans Art Gallery, Kala Ghoda
4. President of "INTROSPECTION- An Association of Students for Psychosocial Development" at KBP Modern College
5. Administration Head of "Kani", a two-day intercollegiate festival of the English Association at Jai Hind College
6. Dedicated 120 hours to "Extension Activities under University of Mumbai" related to IT, Industry Orientation, Entrepreneurship and Career Guidance, Women Empowerment, Population Education and Open Schooling
7. Completed Journalism course at The Bayside Journal
8. Volunteered at the Mumbai Pet Fed (2017)

Dissertation topic: Factors Affecting the Well-Being of LGB Employees at Workplace

Summary: This research was conducted to fulfill three objects; firstly, to explore the meaning attributed to the concept of well- being in the workplace by LGB employees; secondly, to identify which factors of any kind are perceived as capable of influencing well-being; and lastly verify whether individual characteristics are perceived as capable of influencing well-being in the workplace. This study has a multitude of theoretical as well as practical importance, as after extensive reading, it was seen that no research has been done in the Indian context with regards to the well-being of LBG employees.



Salonee Jukar

D.O.B.: December 28th, 1998



Address: Kandivali (West), Mumbai

Email ID: saloneejukar@gmail.com

Graduation: St. Xavier's College, Autonomous, Mumbai
(B.A Psychology, 2018-19)

Semester 3 and 4 electives: Consumer Psychology, and Advanced Applied Psychometrics and Data Analytics; Methods and Analyses of Neuropsychological Data, and Political Psychology

Audit courses: Advanced Skills in Counselling and Psychotherapy; Personality Disorders: Theory, Diagnosis, and Treatment

Professional endeavours:

1. Interned with Mumbai University Online Psychometrics Centre (MU-OPC)
2. Developed a personality inventory for children, co-authoring the paper with Dr. Vivek Belhekar
3. Volunteered for scale translation for Covid-19 Online Counseling service- Mumbai University.
4. Assisted at an on-field data collection project with Wildlife Conservation Trust (India) at the tiger reserve in Melghat.

Extra-curricular activities: Presented a paper on the personality of children in the Bombay Psychological Association Conference, Goa (Feb, 2020)

Dissertation topic: Development of Political Conservatism Scale (India)

Summary: Owing to India's dynamic political discourse, an exploratory study can lead to a better understanding of conservatism in India as a construct at an individual level of analysis. It follows the theoretical basis that conservatism is multifaceted and simply because an individual can have views which can be categorised as conservative for social issues, it may not necessarily mean that their views would be conservative for the economic issues and policies as well. Such a study would have larger impacts for policy making and understanding voting behaviour of individuals.



Samia Mukaddam

D.O.B.: July 27th, 1998



Address: Sakinaka, Mumbai

Email ID: samiamukaddam@gmail.com

Graduation: R.D. National College, Bandra (B.A Psychology, 2018-19)

Semester 3 and 4 electives: Advanced Skills and Processes of Counselling and Psychotherapy, and Advanced Social Psychology; Communication and Social Skills, and Peace Psychology

Extra-curricular activities:

1. Dancing and playing guitar

Dissertation topic: Impact of Social Media Use on Life Satisfaction

Summary: The study aimed to understand the relationship between social media usage and human psychology. Some indicate that using social media makes people happy. Others usually consider life satisfaction as a personal contentment. Ellison et al. (2007) argue that mostly individuals with low levels of life satisfaction are more prone to use social media which can vary their psychological well-being.



Sayli Mayekar

D.O.B.: August 22nd, 1998



Address: Prabhadevi, Mumbai

Email ID: saylism5838@gmail.com

Graduation: Ramnarain Ruia Autonomous College, Matunga (B.A Psychology, 2018-19)

Semester 3 and 4 electives: Consumer Psychology, and Human Resource Management; Communication and Social Skills, and Peace Psychology

Professional endeavours:

1. Talent acquisition intern at Qurinom Solutions (April 2021-Present)
2. Internship under Dr Sandeep Kalelkar (Psychiatrist) (October 2018-November 2018)

Extra-curricular activities:

1. Volunteer (scale translation) for Covid-19 Online Counseling service (UDAP, University of Mumbai) (2020)
2. Student Editor of the Ruiaite Annual (2018-19)
3. Student writer in the Ruiaite Monthly (2017-2019)
4. National Service Scheme volunteer (2014-2015)
5. Basic course in Rifle Shooting (2014)

Dissertation topic: Inclusivity of LGBTQ+ Employees in the Corporate Sector in India

Summary: Even though many organizations have D&I initiatives, it is still a fact that not all organizations have yet taken steps towards making workplaces more inclusive for LGBTQ+ employees. This study aims at uncovering exactly what makes workplaces more inclusive for LGBTQ+ employees with respect to factors like interpersonal relationships, working conditions, organization policies, etc. A qualitative research design ensures that, even if a few participants are involved, they have a chance to put forth their opinions without the rigid restrictions of a scale.



Shandon Coutinho

D.O.B.: December 1st, 1998



Address: Dahisar (West), Mumbai

Email ID: shandon850@gmail.com

Graduation: LS Raheja College of Arts and Commerce, Santacruz (B.A in Psychology, 2018-19)

Semester 3 and 4 electives: Rehabilitation Psychology, and CBT and REBT: Basics and Application; Communication and Social Skills, and Peace Psychology

Audit courses: Consumer Psychology, and Human Resource Management

Professional endeavours:

1. Intern at Kripa Foundation, Bandra (2019)

Extra-curricular activities:

1. Level 1, 2, 3 Drum and Rudimental Exams from Trinity Institute of Music, London
2. Cognitive Behavior Therapy from Heart to Heart, Byculla
3. T.A. from Heart to Heart, Byculla

Dissertation topic: The Influence of Job Satisfaction and Loyalty on OCB

Summary: OCB may be a necessary ingredient of organizational responses to challenges because OCB encourages employees to go above and beyond formally established role requirements. OCB findings have encouraged public organizations to use citizenship behavior to increase organizational performance.



Shruti Soman

D.O.B.: June 18th, 1998



Address: Dadar (West), Mumbai

Email ID: sssoman1806@gmail.com

Graduation: Ramnarain Ruia Autonomous College, Matunga. (B.A in Psychology, 2018-19)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Audit courses: Consumer Psychology

Professional endeavours:

1. Learning and development intern at Aditya Birla Sun Life AMC Limited (Present)
2. HR intern at Psychology at your Tips (November 2020-January 2021)
3. HR intern in Learnovate (September 2020-November 2020)
4. Assistant school counsellor in DS High School, Sion (November-April 2018)

Extra-curricular activities

1. Trained Bharatanatyam and Contemporary dancer
2. Graphologist and Graphotherapist
3. Drawing analyst
4. Pranic healer
5. Actively participates in social work

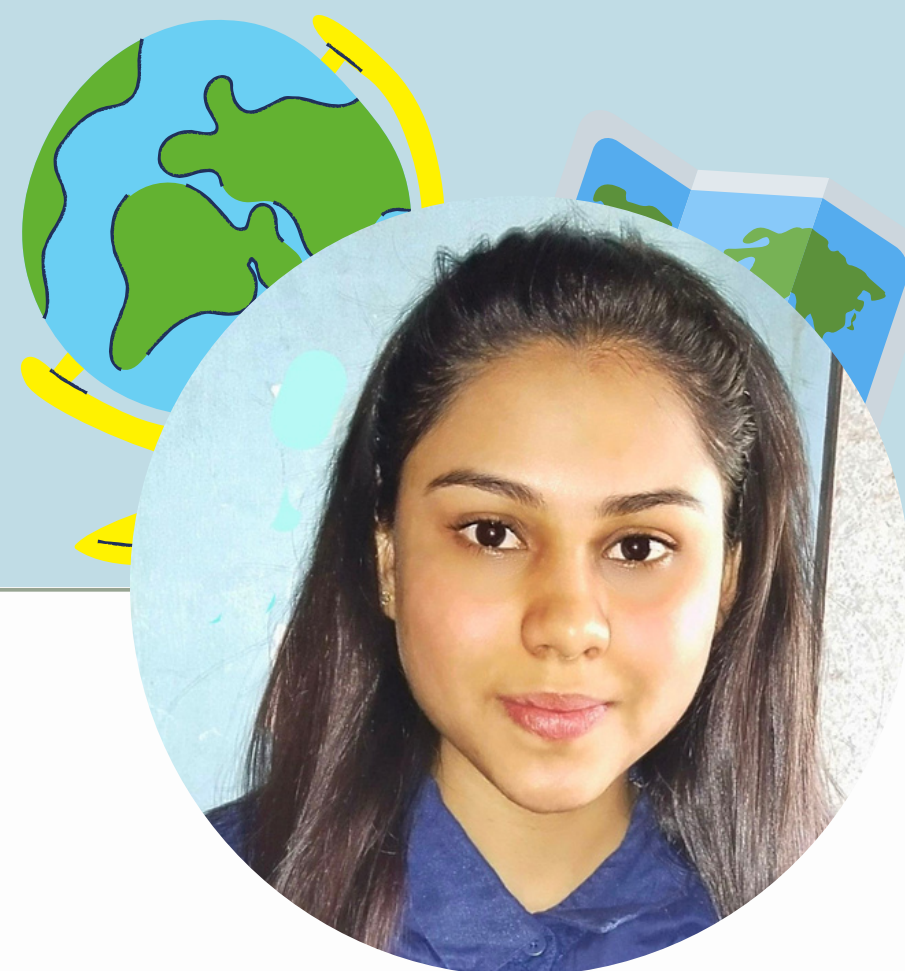
Dissertation topic: Exploring the Relationship between Humor Styles, Emotional Labor, and Psychological Well-Being among Organizational Employees

Summary: The study aimed to understand the relationship between humour styles, emotional labour and psychological well-being. Humour is something that all of us are aware about, use, and experience often when interacting with others. People use humour in different ways which leads to the existence of different humour styles. Some of those are adaptive whereas some are maladaptive humour styles. Humour has an effect on different aspects of our life. Every employee has certain display rules, which they have to follow, which leads to emotional labour, and also affects their psychological well-being. Hence, it was hypothesized that people with different humour styles i.e. Adaptive and Maladaptive Humour Styles will have different levels of emotional labour and psychological well-being. This study will help in raising awareness about the emotional demands of employees in workplaces. Further, interventions with humour as the coping mechanism can be developed, training programs on emotional labour management can be designed, and policies regarding emotional labour and psychological well-being can be implemented.



Swati Baghel

D.O.B.: April 15th, 1999



Address: Kandivali (W), Mumbai

Email ID: swatibaghel610@gmail.com

Graduation: KES Shroff College, Kandivali. (B.A. Psychology and Geography, 2018-19)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Audit courses: Advanced Skills and Processes of Counselling and Psychotherapy, and CBT and REBT: Basics and Application

Extra-curricular activities:

1. Art and dance teacher

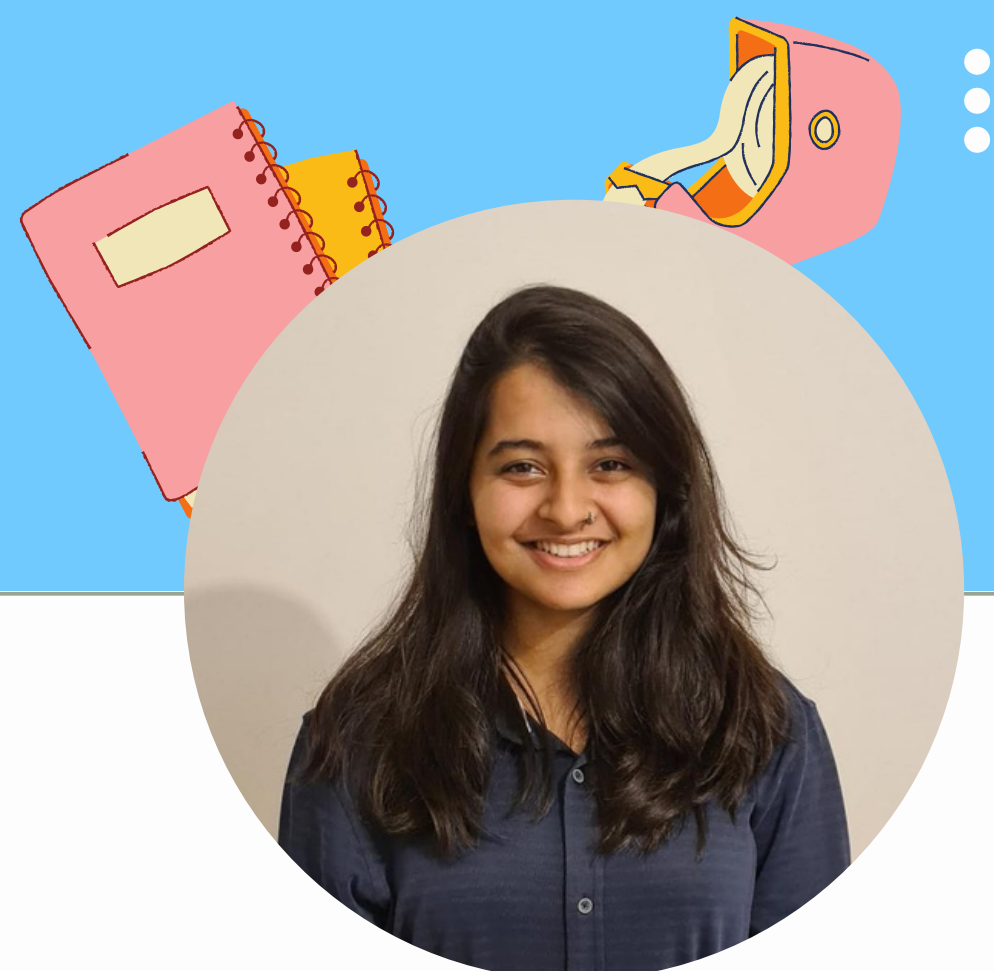
Dissertation topic: Virtual Leadership: How Leaders Perform with the Communication and Remote Culture Challenges in the Virtual Environment.

Summary: With virtual leadership, challenges with visibility and transparency as to what the team members are doing and when it is being done must be addressed. Maintaining respect, promoting the project vision, setting goals, and enabling team member accountability for a geographically dispersed group can become major challenges to manage in a virtual leadership environment despite communication and cultural challenges. Rather than reverting back to the old ways of doing business, we can directly address the challenges of managing virtual teams. Successfully identifying and remedying remote workplace issues can build a strong, agile team that is collaborative from all corners of the globe.



Tripti Bhatt

D.O.B.: September 25th. 1998



Address: Ghodbunder Road, Thane (West)

Email ID: triptibhatt2591998@gmail.com

Graduation: Joshi Bedekar College, Thane (B.A. Psychology, 2018-19)

Semester 3 and 4 electives: Training and Development, and Human Resource Management; Communication and Social Skills, and Change Management

Professional endeavours:

1. Customer relations, customer satisfaction, gender diversity in Decathlon

Extra-curricular activities:

1. Rescue and adoption of stray and abandoned animals.

Dissertation topic: Extended Hours in Retail and its Impact on an Individual's Dating Life Outside the Workplace

Summary: Overworking is glorified in India. The more overtime one engages in and the more one overworks, the more hardworking one is considered to be. However, it is extremely important to have a life outside work. The aim of this research was to show how overtime hours affect one's personal life.



Vidhi Vikmani

D.O.B.: August 15th, 1998



Address: Nalasopara (East)

Email ID: vidhi150898@gmail.com

Graduation: KES Shroff College, Kandivali (B.A Geography and Psychology, 2018-19)

Semester 3 and 4 electives: Consumer Psychology, and Human Resource Management; Communication and Social Skills, and Peace Psychology

Extra-curricular activities:

1. Professional mehendi artist
2. Basic course in calligraphy

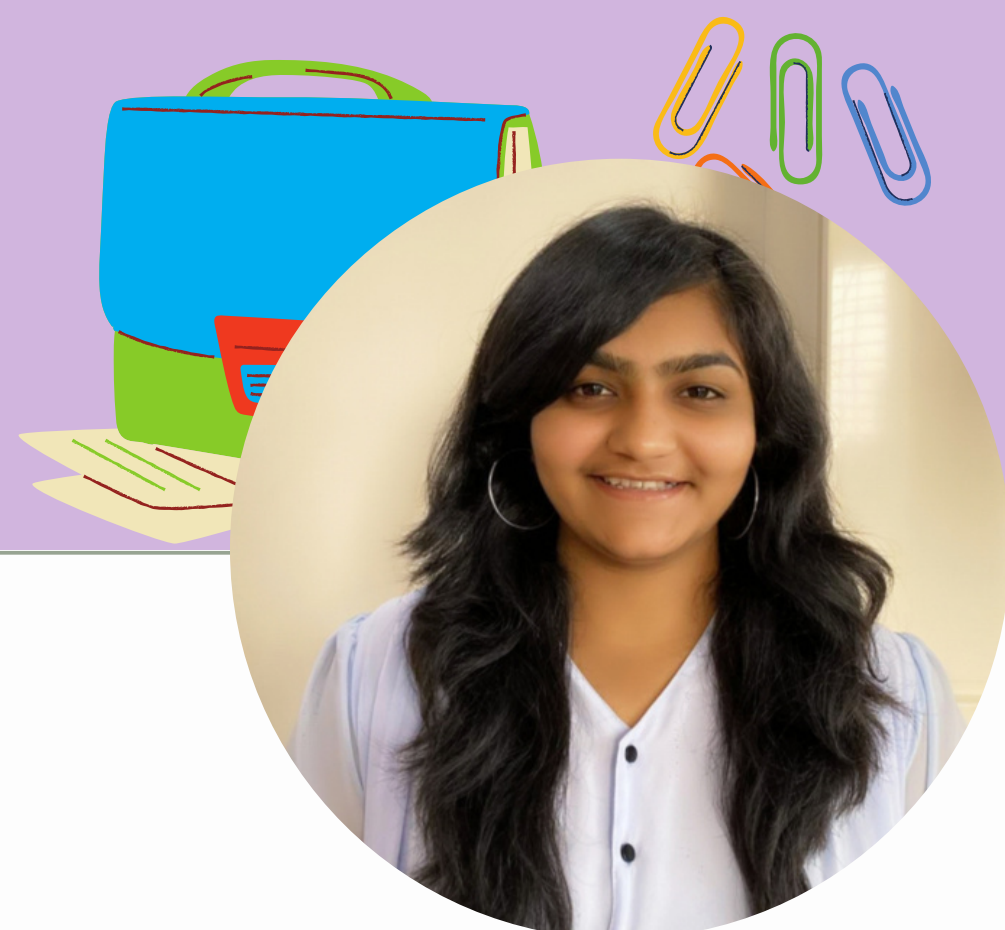
Dissertation topic: Language Attitude at Work

Summary: This study sought to understand people's attitudes or feelings towards language variation at the workplace. Language attitudes are in the evaluative reactions to different language varieties. The present research studied employees doing part-time and full-time jobs in private or government companies, with the requirement that the participants be fluent in the English language. Past research says that if people are observed without them being aware of it, their attitude can be observed better by the way they speak. But once people are aware that their attitudes are under investigation, their responses and behaviors tend to change. Studying about attitude towards language variations sheds a light on the diverse languages in a culture.



Yashvi Shah

D.O.B.: March 10th, 1999



Address: Goregaon (West), Mumbai

Email ID: syashvi99@gmail.com

Graduation: Bhavan's College, Andheri (B.A Psychology, 2018-19)

Semester 3 and 4 electives: Human Resource Management, and Family and Couples' Therapy; Communication and Social Skills, and Change Management

Audit courses: Personality Disorders: Theory, Diagnosis, and Treatment; Advanced Skills in Counselling and Psychotherapy.

Professional endeavours:

1. HR Intern at the The Entrepreneurship Network (Present)

Extra-curricular activities:

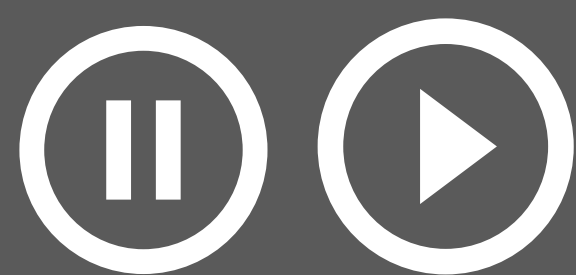
1. Volunteer (scale translation) for Covid-19 Online Counseling service (UDAP, University of Mumbai) (2020)
2. Participated in Dance Movement Therapy and Visual Arts therapy, at Beautiful Minds.
3. Best player trophy in Kho-Kho
4. Red-1 level belt in Taekwondo

Dissertation topic: To Study the Perceptions towards Network Silence in Sexual Harassment

Summary: Network silence is the silence around sexual harassment. It is a whole network created for being silent which includes members like victims, witnesses, and authority figures. There are three elements in it- being silent, silencing (others try to tell you not to raise your voice), and not hearing (members manipulate the person affected and do not hear their concern). People make different choices according to the situation. The study, thus, aimed to understand the perceptions of individuals towards network silence in sexual harassment.



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Monk Prayogshala

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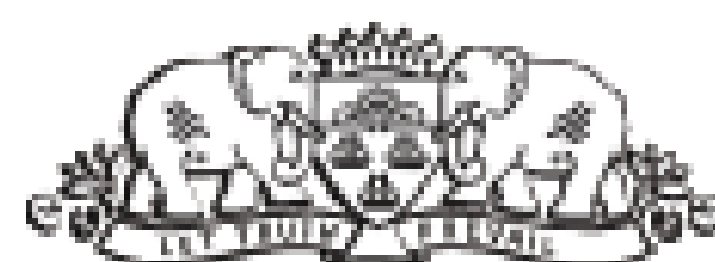
Tata Motors



Teach For India



Technova Imaging



Times Of India



Triton Communications Pvt Ltd



Syntel



Child development center

Ummeed Child Development Center



During the recent years, I had an opportunity to onboard some talented pool of students from UDAP. Placed as HR professionals, they aligned themselves to the team goals with utmost confidence and came up the learning curve remarkably well. From the very beginning, their contribution in the form of ideas, projects was noteworthy and garnered appreciation from the employees and stakeholders alike. Certain attributes that stood out during their journey were their abilities to cope with the dynamics and rise up to every single opportunity to make the most out of it. It is evident that UDAP has nurtured its students and made them career-ready to get a strong headway.

Darshana Sardesai
Senior Director- Human Resources
Teleperformance

Insert



The Industrial Psychology course provides a foundation of understanding the workplace behaviour that can be used effectively in the Human Resources (HR) function in every part of the employee lifecycle. As a result, students we have hired from the Industrial Psychology stream of the Mumbai University Department of Applied Psychology tend to be flexible to work in any area of HR. They also demonstrate an open mind to learn about the business, management practices and effectively apply their own psychology principles along with this experience. Due to their orientation in psychology, the most important quality they bring to the table is resilience which is extremely key in today's business environment. With these abilities, these students have had very successful career paths within the HR function.

Swapna Desai
Head Human Resources
BNP Paribas India

Insert



Our relationship with the Department of Psychology at Ummeed goes back several years. We have had student interactions over the past years as part of their field visits, as internships with the Human Resources team, and also as employees in Human Resource and Autism Intervention teams.

As interns and employees, we have found the students to be passionate, committed, and willing to learn. Their educational backgrounds have helped them in assimilating and fitting in well within the roles and expectations of the organisation.

*Regina Khurana, Senior Manager
Human Resources,
Ummeed Child Development Center*

Insert



Our experience of hiring students from the IO Psychology Program has always worked wonders considering the fact that they gel really well in the kind of culture and environment that we have at Work Better. These students are extremely bright and they bring their creativity on board that helps achieve business objectives seamlessly. Sanjeevani, Keertana, and Arunima have excellent communication and execution skills which is a major requirement while hiring at our organization. Their sense of ownership is impeccable and we have confidently given them roles and responsibilities that they have been fulfilling with utmost dedication and sincerity. To sum it up, hiring students from this program has been a wonderful experience and we would continue to hire more students for sure.

*Work Better India
Saloni Kanchan
Senior Manager – Human Resources and Manager*

Insert



We have been recruiting interns and full time employees from the University Department of Industrial and Organizational Psychology for many years. The students are exceptional when it comes to not just academics but the overall understanding of the human behaviour. This understanding distinguishes them from the crowd and make them a prized hire. Special call out to Prof. Satish Kumar who goes beyond just the required syllabus and teaches a lot of life skills and get the students ready for the corporate life.

Anuja Donde Salunkhe
Senior Manager - Talent & Transformation
Publicis Groupe, India

Insert



Index Advisory Private Limited is the pioneer and global leader in designing Psychometric tools for assessing credit risk in the lending business and has successfully implemented the solution for leading Banks, NBFCs across global geographies, customer segments and financial products (SMEs Lending, Home Loans, Commercial Vehicles, Microfinance, Two-Wheeler Loans, Medical Loans, Equipment Financing, Educational Lending, etc.). Over the last few years, it has also ventured into the use of Psychometric tests in other areas such as employee selection, prediction of which insurance policy a customer is likely to take, care of vehicles, attitude towards women etc. Index Advisory is headquartered in Mumbai India and has subsidiaries in the USA & Mexico. Index Advisory is present in 13 countries spread across 4 continents.

Hence, it is a must to have employees on our team with great knowledge and rigorous training in psychology and psychometrics. 65% of our workforce consists of people who have Post-graduate and Doctorate degrees in Psychology. We encourage employees who have a postgraduate degree to work towards getting a doctorate in Psychology which some have successfully done.

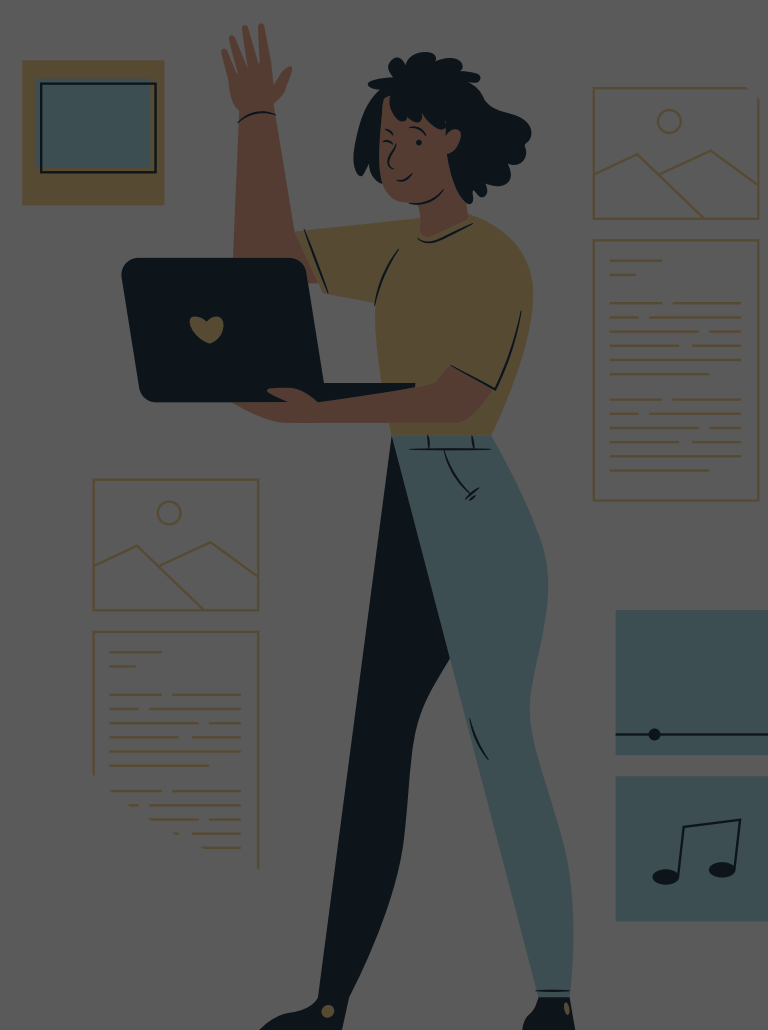
We have recruited postgraduates in Psychology from Lucknow University, NM, SNDT & Mumbai University. In 2018, we recruited an Alumna of the University of Mumbai, who received a Master's Degree in Psychology with a Specialization in Industrial Psychology. Her immense subject knowledge expertise, innovative suggestions and constructive feedback helped in streamlining business. She also brought in a fresh perspective with respect to analytical skills to diagnose problems and devise viable solutions. Her curiosity, empathetic attitude and solution-oriented approach helped us to thrive through difficult times like the COVID-19 and Lockdown.

- *Yogesh Mariwalla*
MD & CEO
Index Advisory Private Limited

Insert



Previous Batch at Present



Name	Designation	Name of the Organization
Priyanka Talreja	Talent Sourcing- Specialist	Quantiphi
Aayushi Hinduja	SEM Trainee	Bluebit Systems
Ankita Ghosh	Talent Acquisition Executive	Crewkarma Networks Pvt LTD
Priyanka Mondal	Talent Acquisition	MindTickle
Unaiza Kazi	Research Intern	Synapsium Brain Health Clinic
Jemima Travasso	HR - Recruiter	Graygraph Technologies LLC
Nidhi soni	Director	Programmatix Institute
Pranali Padir	Co-ordinator- Customer service	Hapag Lloyd
Riya	Trainee Consultant	hrtech.sg
Shruti	Management Associate	Amazon
Tanisha Kaur	Business development associate	Cuemath
Urmi Gala	HR Consultant	Godrej Agrovet

Why Us?





The work and professional settings of the world today have become highly dynamic and competitive. There are various universities offering advanced specializations and creating an output of highly able minds for the organizational settings. What sets the students of the Department of Applied Psychology (Industrial elective) apart is an important aspect to understand in such a scenario. We students have developed a unique ability to merge theoretical knowledge with the technical and applied aspects of the subject to have a blended understanding of the phenomenon. The curriculum is curated in a way to aid such a learning, core psychological concepts are focused on for the first year and the applied component is the part of the second year training that students undergo.

A desire to question and challenge norms and seek knowledge is an immense weapon for us as students which lets our innate curiosity as researchers and problem-solvers drive us to seek answers. Our focus on human behaviour and our ability to apply our understanding to recruitment, selection, training, and skill and career development, among others, is what distinguishes us as professionals. We believe that the human resources are the most vital factor of any organization, and therefore, our efforts to improve workplace functioning focus on optimization of this pillar by facilitating its management. With a scientist-practitioner orientation we come equipped with an understanding of empirical research and the use of its findings to propel enhancements in an organization and offer concrete, integrated and unique solutions.

The learning experience of this course has helped us build a broad understanding of human functioning, ensuring that we essentially comprehend the systemic nature of organisations. Our overall approach is holistic in nature, understanding human experience from a variety of perspectives and having a multi-disciplinary outlook rather than a solitary understanding of humans in isolation. Such an approach allows for integration of principles from various fields and application of these in a collaborative manner across settings. We develop an openness to diversity, ethical cognizance, moral fibre and learn how to deal with sensitive issues. Case-studies over time have proven the importance of having industrial psychologists as part of the core team that can successfully drive change, innovation and lead the organization to heights. Industrial psychologists can prove to be instrumental in order to participatively spearhead the movement towards development.



I have read the details above and would like to proceed forward.

Proceed

Save

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Industrial Psychology Class



1st Row (left to right): Aarti Haldankar, Manisha Soni, Yashvi Shah, Chaitannya Bhushetty, Gayatri Godbole, Tripti Bhatt

2nd Row (left to right): Padmaja Ambiyee, Avani Vira, Harshita Agrawal, Krina Shah, Sayli Mayekar, Shruti Soman

3rd Row (left to right): Professor Aishe Debnath, Dr. Satish Chandra Kumar, Professor Anjali Majumdar

4th Row (left to right): Salonee Jukar, Vidhi Vikmani, Jolanca Desouza, Samia Mukaddam, Swati Baghel, Bhoomika Lohia

5th Row (left to right): Osheen Fernandez, Ishwari Rawool, Pracheta Mehta, Adele Albuquerque, Jessica Soni, Shandon Coutinho

Contact Us



**Placement Co-ordinator**

Dr. Wilbur Gonsalves, Asisstant Professor

Contact

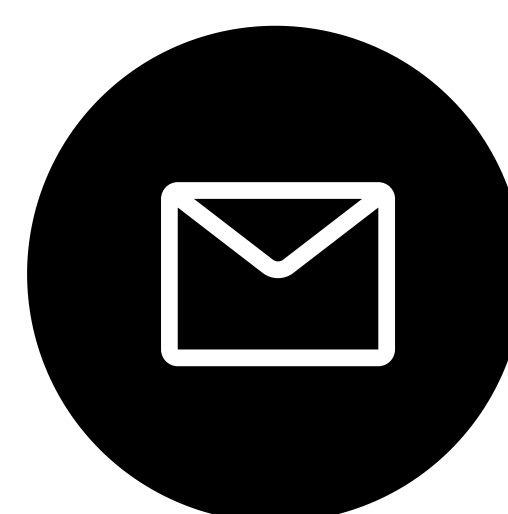
+91-9833204667

**Website**

<http://mu.ac.in/portal/departement-of-applied-psychology/>

E-mail

placements.udape@gmail.com

**Address**

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C.D. Deshmukh Bhavan
University of Mumbai
Santacruz East, Vidyanagari
Mumbai 400098

Credits

Content



Aarti	Jessica	Samia
Adele	Jolanca	Shandon
Avani	Krina	Shruti
Bhoomika	Osheen	Swati
Chaitannaya	Salonee	Vidhi

Editing

Gayatri
Pracheta
Sayli



Design & Layout



Harshita
Manisha
Tripti
Yashvi

