

University of Mumbai



UNIVERSITY OF MUMBAI

INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

BROCHURE



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The Fruit of Learning is Character and
Righteous Conduct

Industrial Organizational Psychology Brochure 2023



Top Row (L to R):

Nikhil Ambadaskar, Manasi Jhunjhunwala, Mrunal Tulaskar, Vrinda Chaturvedi,
Heena Kangane, Gauri Karande, Ritu Shivalkar, Vishal Gohil

Middle Row (L to R):

Aamna Khan, Janhavi Mogal, Kanak Deoras, Vanshika Parwani, Sakshi Sawant,
Yashvi Jain, Maliha Suratwala, Surbhi Gupta, Nimisha Parekh

Bottom Row (L to R):

Aishe Debnath, Dr. Satishchandra Kumar, Arpita Naik

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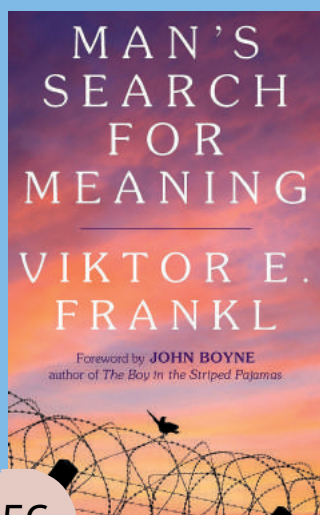
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MISSION



The Mission of the Department of Applied Psychology and Counselling Centre, University of Mumbai, is to prepare human resource with the capacity for knowledge creation with cutting-edge research of human behavior, to initiate socially relevant action, and evolve into competent professionals across contexts.



VISION



Our Vision at the Department of Applied Psychology and Counselling Centre, University of Mumbai is to function as professional and socially conscious psychologists and behavioral 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.





One of the goals of education should be, to teach us that life is precious.

-Abraham Maslow



About us

I/O 2021-2023



The University of Mumbai (UoM) ranks as one of the largest and oldest higher education institutions in Maharashtra. It includes 2 campuses, Vidyanagari & Fort, as well as sub-campuses in Ratnagiri, Thane, and Kalyan. It boasts 60 University Departments & Institutes with 749 affiliated colleges. UoM has made a name for itself in industrial & international cooperation, and it offers a variety of professional courses. Over the years, UoM has produced some of the most renowned graduates in a wide range of subjects and disciplines, including Dr. B. R. Ambedkar, Prof. M. S. Raghunathan, Ravi Shastri, Sucheta Dalal, Ajay Piramal, and Aishwarya Rai Bachchan.

UoM's Department of Applied Psychology was established in 1959, at a time when psychology as a science was gaining traction in Indian educational institutions. Since its founding, the department has grown from an experimental to an application-based course that tries to apply psychological principles and concepts to the ever-changing, dynamic systems in which we now live. The course curriculum is intended to increase students' ability to assimilate theoretical knowledge and practical skills in order to meet the needs of society. The department provides a Masters degree in Psychology with four electives available in the second year: Clinical, Counselling, Industrial, and Social Psychology. The department's operations also reach out to the community through its Counselling Centre, where people can avail several services such as career counseling, counseling, and psychotherapy. Professors are continually involved in research projects that help society as a whole. The University and the Department of Applied Psychology bravely take on the daunting mission of guiding the current generation into the powerful and ambitious world as effective people.





Dr. Satishchandra Kumar

Head of Department,
Department of Applied Psychology
University of Mumbai
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Since its establishment on 26th July 1959, the department has produced numerous students of Industrial/Organizational Psychology who have reached the upper echelons in their fields, both nationally and internationally since 64 years. Placed in the corporate sector, the alumni of Industrial Psychology are in various top management positions making a difference in the world of academia, government, non-government, corporate organizations, and consultancies. The continuously revised syllabus of I-O Psychology prepares the students to function, thrive and succeed. Students are exposed to in-depth knowledge of theoretical core papers and laboratory work in the first year and specialization courses in the second year. Additionally, they are also trained in practical applications like program management, decision-making, problem analysis and solving, training and development and research-based projects.

The I-O Psychology course develops students holistically through skills like empathy, effective communication, leadership, as well as experiential learning through case-study methodology, future scenario methodology, problem solving 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 26 years, catalogues these experiences and provides insight about the course. With every new batch, the effort, involvement, and quality of brochures published has only increased. The 2022- 2023 batch of I-O Psychology is unique as it is the 26th batch publishing the Placement brochure along with a short film.

This batch is a group of dedicated, creative, focused and immensely talented individuals who are driven and ready to prove themselves in the world of work. This is a special batch because they spent more time in online learning and had the capacity and resilience to adapt to the new normal after the pandemic by learning, relearning, and unlearning the essential aspects. The current batch has also been trained keeping in mind the New Education policy which promotes flexibility, cross-disciplinary and interdisciplinary ideas, skills and values development. They are committed to indigenous and global knowledge, and sustainable development. Their strong work ethic and keen desire to learn and enrich themselves has helped them thrive in challenging circumstances. All they need is the opportunity to unleash and apply their knowledge and skills at workplace.

From our Faculty

Dr. Umesh Bharte

Assistant Professor



I think the I/O course in our department offers unique blend of theory and practice that is visible in very few departments in our country. Under the leadership of Dr. Satishchandra Kumar, the course not only provides theoretical understanding of various papers but also gives hands-on experience through field-visits and field placement. Fortunately for this batch, Semester III and IV were thoroughly in offline mode. Hence, the students got the opportunity to undertake the course in the classroom physically as well as to complete their field work in the real settings. Especially, during the last two semesters (III and IV) I was very happy that we could go for complete offline mode. This was after almost more than two years that we went for such mode wherein we could actually interact with the students face to face.

I personally feel that offline kind of mode is far better than online one for imparting quality education. However, I could sometimes feel a kind of unnecessary technology-dependance amongst the students of this batch overall that, I guess, was the consequence of spending two full semesters in online mode.

Just after a couple of months you all will be in the job market searching for good opportunities and successful careers ahead. My advice to you all would be that first become a good student of psychology. If you have sound grounding in our subject then you can actually negotiate with your employer not only with respect to the position but also in terms of package that will be offered.

Assistant Professor

Dr. Wilbur Gonsalves

I feel the I/O psychology course is designed keeping in mind the industry requirements of the present day and age. It provides students the opportunity to learn about different knowledge systems which can be applied to facilitate the functioning and the growth of the employee in the organisation and also the organisation in itself. It also allows students to get an applied understanding of using their knowledge gained, paired with their creativity to solve industry problems.

The current batch of 2021-23 is a vibrant group of enthusiastic learners. They are skilled and pragmatic in their approach. They are ready to lead in different spheres of the world of work. You students have gone through the rigor of a strenuous academic programme and it's now time to consolidate your learning and focus on how you can be proficient and relevant out there, because you as psychologists have a unique contribution you can make to the world!

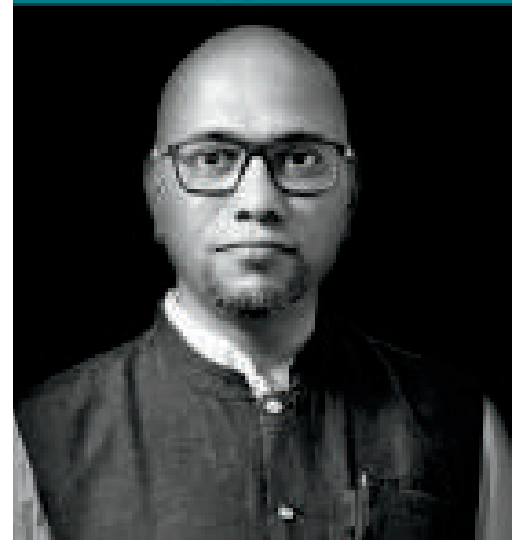


Associate Professor

Dr. Vivek Belhekar

This batch is unprecedented, given that they have completed their Bachelor's degree during the pandemic and joined the Master's program in offline mode. They have coped well with the demands of the Master's course at the University of Mumbai.

The Master's course at the University of Mumbai under the Choice-Based Credit System (CBCS) is an excellent blend of theory and practice. The courses of SEM I and II include core courses, SEM III has specialization courses, and SEM IV has a significant research project component. I have taught core courses like personality psychology and evolutionary psychology, elective courses like Advanced Applied Psychometrics and Data Analytics, and Conservation Psychology.



Overall, the students in this class have demonstrated fantastic effort, drive, and organization in their studies. They have consistently shown a work ethic and a passion for industrial-organizational psychology. Throughout their program, they have successfully completed rigorous coursework, research projects, and field activities, all while maintaining academic standards.

One of the standout qualities of this group has been their ability to collaborate effectively with each other and with faculty members. They have participated in class discussions, given inputs to their classmates, and actively sought out mentorship and networking opportunities. Their energy and good attitude have helped establish a welcoming and inclusive learning atmosphere for all.

As they prepare to graduate, I hope they will make meaningful contributions to the area of industrial-organizational psychology. They are well-equipped to confront the complex difficulties that organizations face and to promote positive change in the workplace, thanks to their advanced knowledge and abilities.

Working with this group of youngsters has been a pleasure, and I wish them the best of luck in their future endeavors.

They have consistently shown a work ethic and a passion for industrial-organizational psychology.

One of the standout qualities of this group has been their ability to collaborate effectively with each other and with faculty members.

Dr. Priscilla Paul

Adjunct Faculty



It gives me great pleasure to write a few lines about the graduating class 2023 of Industrial Psychology. This batch has developed an in-depth understanding of theoretical frameworks and its applicability in the industrial setting. As a part of their course, they have also developed a scientific and social understanding of the application of Psychology in Industries and Organisations.

Our students are trained in various skills, interventions and to relate to people and their situations at the workplace. They display a range of abilities and are a motivated bunch of individuals who are ready to explore the variety of opportunities available for them to explore and continue growing. I wish them all the success in their future endeavors.

Assistant Professor

The Industrial Psychology course of the Department of Applied Psychology is special because of the emphasis it puts on the social realities of India. Psychologists working in the industry need to not just work in multinational corporates but local/regional business communities. In my opinion the course trains them adequately for these challenges.

Based on my limited interaction with the famed batch which has done most of its undergraduate schooling in the online mode, I have noticed a few gaps in their understanding of the subject. But they make up for it in their resilience and their thirst for knowledge. This batch which went through a global pandemic in its formative years has experienced a tragedy which has left a considerable impact on people's lives. I have great hopes and expectations that this batch will be more informed in their practice wherever they go as they have built such resilience in face of such disasters.

In many places you go, you might face this question about being the 'Covid batch'. You may have some very real knowledge gaps, own up to them. But with being the 'covid batch' has come resilience and some lived experience, and that is definitely an asset. Address the knowledge gaps you may have, keep your peers close as that would dictate the kind of opportunities and support you get (and also provide), develop a method to course correct yourself (Mentor, supervisor, client feedback etc.) so you don't become too crystallized in your practice and worldview. The world favors the adaptable.

Ms. Aysha Baig



Assistant professor

Ms. Sarika Joshi

The Department of Applied Psychology at the University of Mumbai puts its Industrial Psychology students through an extensive training programme over the course of two years. In the first year of the Master's program, students take core psychology courses. In semester 3, they choose to specialize in Industrial-Organizational psychology.

I/O students learn to utilize their understanding of human behavior to solve issues in diverse organizational structures. Field trips and internships are part of the curriculum to give students the chance to get real-world experience and apply important theoretical concepts in a range of organizational contexts.



Students of the 2023 batch showed sincerity and enthusiasm to acquire the knowledge and skills necessary to work in organizations. They took initiative and worked consistently toward developing their interpersonal and professional skills.

In my opinion, the students of the batch of 2023 will be valuable assets to the organisations they get associated with. I wish them all the very best for all their future endeavours.

Mr. Sachin Sutar

Assistant Professor



The current batch is very enthusiastic about learning and are putting their best efforts to gain sheer knowledge of Industrial and Organizational psychology. The placement brochure is essential for the Industrial Psychology batch since it highlights their specific skills, achievements, motivation and their research topics which represent their strengths and limitations.

My advice to the students would be to apply the theoretical concepts you acquire in Industrial Psychology, to your workings in organizations and in real life because whatever phenomena you studied over the academic year will come into play when you start working in organizations.

They took initiative and worked consistently toward developing their interpersonal & professional skills.

Mr. Raosaheb Raut

Assistant Professor



University of Mumbai's Industrial Psychology course is demanding because the nature of the course is applied and industry-oriented due to the exposure received during the fieldwork. Hence, Many I/O students from our department work in multinational and national organizations in different capacities.

It was always a great experience to teach students, interact with students, also to learn from students and this batch is also not an exception for the same.

Remember one thing, Your actual work starts after your master's degree. So, don't stop your learning and the hard work. Hard work works. My best wishes to all I/O students for your bright future.

Assistant Professor

The batch of MA Psychology 2023 has shown commendable adaptability in their pursuit of higher education in a blended mode of learning. After completing graduation in an online mode, they had many challenges to face in the classroom. They have shown resilience in their ability to grasp knowledge in uncertain times.

They are trained in core psychological concepts, applied training such as research, test development, and hands on training during field exercises. Their elaborate education ensures that it will help them perform to their best ability wherever they are placed.

The IO Psychology batch has been consistently proactive in building a placement brochure for the students that gives them better visibility. The genuine efforts of the faculty and students are well appreciated in the department. I sincerely wish the students a very bright future, full of success and learnings as they become who they envision to be!

Ms. Radhika Bhargava



Their elaborate education ensures that it will help them to perform to their best ability wherever they are placed.

Assistant Professor

Ms. Aishe Debnath

Industrial/Organizational Psychology explores various aspects of human behavior in the workplace, and seeks to understand how individuals and groups behave in work settings & how these behaviors impact organizational outcomes. The I/O course at the Department of Applied Psychology provides a comprehensive framework for theoretical knowledge combined with practical exposure to facilitate experiential learning. It highlights the importance of diversity and inclusion while establishing ethical guidelines and standards in research and practice.



It's been an incredible journey with this enthusiastic, resolute, and persistent group of individuals. They have exhibited unwavering determination, resilience and a truly inspiring drive to learn and grow. They have been eager to explore and learn concepts and skills beyond the requirements of the curriculum. Apart from their academic achievements, the way they have supported each other, collaborated on projects, worked with diverse groups, and formed meaningful connections is commendable and an asset that gives them an edge at the workplace.

Congratulations on reaching this significant milestone in your academic journey! I am incredibly honoured to have been able to facilitate this journey and am proud of each and every one of you for your hard work, dedication, and commitment. As you prepare to step into the professional world of industrial psychology, remember to stay curious, keep learning, embrace challenges, and keep your passion burning.

They have exhibited unwavering determination, resilience and a truly inspiring drive to learn and grow.

They display a range of abilities and are a motivated bunch of individuals who are ready to explore the variety of opportunities available for them to explore and continue growing.

They are skilled and pragmatic in their approach. They are ready to lead in different spheres of the world of work.

Dr. Eshita Mandal

Visiting faculty



Today's workplace is evolving quickly. Baby boomers are retiring while Gen Z is entering the workforce. Technology is rapidly changing and people's communication and collaboration are dynamic and challenging. To keep up, employers increasingly need skilled professionals who can help them meet the diverse needs of a multi-generational and multi-cultural workforce. Organizations need such a workforce and who better than our Industrial Psychology students? They are technically competent young professionals, blended with a positive approach and ethical values.

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, application of skills and social sensitivity to work with a range of populations and issues.

The practical exposure to NGOs, schools, organizations, and rehab centers has given the students the experience to connect their understanding with theoretical concepts. The various in-classroom activities, structured exercises and Focus group discussions on various areas like decision-making, goal setting, motivation, and team building have given the young enthusiastic students the opportunity to expand their skills. Furthermore, students also engaged in research which reflects their logical thinking and aptitude to the enhancement of employee productivity.

I am confident that our talented pool of dedicated dynamic students has the needed knowledge and skills to address the complex challenges of the organization and they also possess the necessary acumen and abilities to contribute value to any firm. They are prepared to hit the corporate arena as a full-time workforce.

I am sure you will find the student's credentials amazing and would certainly like to meet them in person. Wishing our Industrial Psychology students to scale new heights.

I am confident that our talented pool of dedicated dynamic students has the needed knowledge and skills to address the complex challenges of the organization and they also possess the necessary acumen and abilities to contribute value to any firm.

Visiting Faculty

Dr. Keerti Dewal

The I/O course is holistic which focuses on both the theoretical as well as practical aspects of the subject. It covers a wide range of topics to familiarize students with the various areas of the I/O field.

A wonderful batch with enthusiastic, dedicated and insightful students. Mature and thoughtful for their age. It was a pleasure and learning experience for me to engage with them both in and outside the classroom.

My advice to the students would be to always be honest, flexible and adaptive in whichever situation or position they're in. To stand by their convictions and wisdom. Finally, my best wishes to all of them for their journeys ahead.



Dr. Naresh Tambe

Visiting Faculty



I/O course focuses on the behavior of employees in the workplace. The course applies psychological principles and research methods to improve the overall work environment, including performance, communication, professional satisfaction and safety of the employee. It is the field of knowledge which helps to improve and update human resources at work place.

As a faculty of department, I found this batch of 2022-23 to be sincere, focused and enthusiastic towards their career.

Maintain the passion, persistence, and consistency in your career path. All the very best.

A wonderful batch with enthusiastic, dedicated and insightful students. Mature and thoughtful for their age.

I found this batch 2022-23 is sincere, focused and enthusiastic towards their career.

Ms. Parinaaz Irani

Visiting faculty



Teaching the consumer psychology elective was a very fulfilling experience for me, given the quality of the students and the level of interest and interaction. Growth is a personal choice and I'm glad they all took it upon them to learn and present ideas to the best of their abilities.

Life going ahead is going to bring experiences in spades, and if you choose to see them as challenges rather than threats, I'm sure you will all be able to attain your 'individual' potential. Also, stay connected and create a strong network around you that can guide and support you in the right ways, because success doesn't come to an individual alone! I wish you all the best and can't wait to see you all work to uphold the quality of work in the world!

Visiting faculty

Industrial and Organisational Psychology helps students to explore the theory and application of psychology in work settings. A continuous updating of the coursework helps the students to follow the ongoing trends in the field. Overall, the course helps in the holistic development of the students.

Interaction with the batch of 2022-23 was enriching. Students enthusiastically participated in all the activities conducted in class. They were also keen on reading more on related topics. They were creative, hardworking, and active during the course. One of the key features of the batch was the curiosity to explore the field. When faced with challenges, the batch handled stress carefully and tried to solve them by adapting to a positive approach.

I urge the students to believe in their strengths and walk successful steps. My best wishes to the future endeavours of the students.

Ms. Kashmira Pandit



Growth is a personal choice and I'm glad they all took it upon them to learn and present ideas to the best of their abilities.

The I/O course is well-designed to strike a balance between theoretical and practical learning. While there is no internship available during the course, field visits to organizations excelling in various sectors offer a sneak peek into the organizational life to the students. It also offers the students a chance to see how the theories learnt in the classroom are implemented in the organizations. In semester four, the interdisciplinary courses and research projects further help the students imbibe industry-relevant skills.



The batch of 2021-23 is an enthusiastic group of students. They tend to view things from a unique perspective and show active engagement in classroom discussions even at 8 in the morning- a quality which is not very commonly seen in students lately! They also organized several well-planned cultural activities throughout the year and executed them very well. Working in teams, creativity, out-of-the-box thinking, and problem-solving are some of their greatest strengths.

Never lose the enthusiasm for learning that you all have exhibited throughout the year, always maintain a professional conduct on the work front, build on your strengths and create your own unique identity! Wish you good luck for your careers ahead!

The batch of 2021-23 is an enthusiastic group of students. They tend to view things from a unique perspective and show active engagement in classroom discussions.

When faced with challenges, the batch handled stress carefully and tried to solve them by adapting to a positive approach.

Working in teams, creativity, out-of-the-box thinking, and problem-solving are some of their greatest strengths.

Support Staff



Dhanashree Jadhav
Head Clerk



Laxmi Rajodia
Staff



Shruti Ratwadkar
Typist Clerk



Dr. Mohammad Z Rehman
Superintendent



Rajesh Chawda
Office Peon



Vinay Masurkar
Temporary Peon



Dr. Praful Pawar
Research Assistant



Prakash Sawant
Lab Attendant

Parent's Testimonials

How did your child benefit from the MA industrial psychology course?

Gained good interpersonal relationship and knack in decision making. Efficient analysis of situation and people.

~ **Nagma Tamkeen** (*Aamna's mother*)

I can see a vast difference in my child's confidence in terms of handling certain problems. She has become more adaptive and she tries to understand certain situation in different perspective.

~ **Swati Deoras** (*Kanak's mother*)

This course has provided a wide range of experiences in terms of academic development, practical aspects, organizational exposure, etc. The structured activities, alumni talks, presentations, focus group discussions, etc have contributed a lot to my daughter's knowledge and skills.

~ **Mansi Tulaskar** (*Mrunal's mother*)

As a parent we were concerned from which college will our child be taking degree. As Mumbai University is one of the oldest departments and having a experienced faculty we were rest assured that his decision of joining MU is a good decision.

~ **Veena Ambadaskar** (*Nikhil's mother*)

I believe this course prepared my child to enter the corporate world with a deep knowledge and understanding of how an organization functions and how they can contribute to it.

~ **Malati Shivalkar** (*Ritu's mother*)

This course provided a wide range of experiences, it offered a great deal of practical knowledge to the students. Especially, the I/O Psychology specialization included the field visits which provided high exposure to the students in the different areas of work which included corporate sectors, NGOs, schools among others.

~ **Anita Gupta** (*Surbhi's mother*)

As a parent, I'm thrilled that my daughter selected to attend this prestigious institution. The MA industrial psychology course continually offers the students the opportunity to become independent in their fields of interest, which is essential for further education and the workplace thanks to their wide curriculum and well-equipped staff.

~ **Varsha Parwani** (*Vanshika's mother*)

I think the course has helped him realise his calling and it's also given him a direction to pursue in life. I believe the course has also helped him gain some confidence and instilled him a certain work ethic that would help him if he decides to pursue a career in this field.

~ **Daksha Gohil** (*Vishal's mother*)

As a parent, it has been fantastic to see my daughter develop into a very confident and self-sufficient professional thanks to their informative lectures and professors, the innovative assignments, and the demanding curriculum. I appreciate the faculty's guidance and help.

~ **Shalini Chaturvedi** (*Vrinda's mother*)

Parent's Testimonials

What is the progress that you see in your child from this course?

I definitely see a big difference in her confidence level since she started this course and her ability to work efficiently and manage time has made good progress.

~ **Dr. Anita Karande** (*Gauri's mother*)

My child throughout this course has become much more confident as she is ready to take on challenges and does not get easily swayed by difficulties.

~ **Saquia Suratwala** (*Maliha's mother*)

I can see her becoming a core researcher. Makes me happy to see her exploring more avenues and constantly developing herself.

~ **Rachana Jhunjhunwala** (*Manasi's mother*)

She has developed a wide array of skills such as communication, presentation & organizational skills along with active listening and increased confidence.

~ **Malati Shivalkar** (*Ritu's mother*)

Taking studies more maturely and seriously.

~ **Kanchan Gaikwad** (*Rutuja's mother*)

The activities and structured experiences inculcated several vital skills of effective communication, team building, presentation skills and others. Apart from these, they developed social skills too. All these activities boosted the confidence of my daughter and I could really see her grow.

~ **Anita Gupta** (*Surbhi's mother*)

I think she has gained the ability to appropriately understand as well as handle various people and circumstances in a healthy and sound method. The course went above and beyond the requirements of the textbooks to ensure that my daughter obtained the real-world exposure required for her line of work.

~ **Varsha Parwani** (*Vanshika's mother*)

I have seen immense progress in my daughter as she has become independent in her respective area of interest which is critical for further education.

~ **Shalini Chaturvedi** (*Vrinda's mother*)

The progress is commendable. Since she was someone who was scared of talking in front of people. With this course she has made a vast difference in terms of personality and how she sees herself.

~ **Swati Deoras** (*Kanak's mother*)

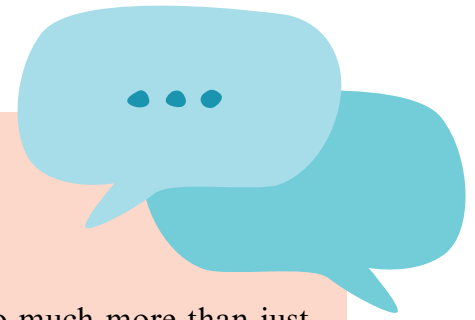
How she is able to apply her learnings with all the positivity to solve any issue and for the betterment of it!

~ **Lalita Jain** (*Yashvi's mother*)

Her social skills have developed a lot, and she has become a good multitasker

~ **Urvashi Parekh** (*Nimisha's mother*)

Alumni Talk



NAME:- Anuja Donde

ABOUT:- Director – Talent & Transformation

COMPANY:- Publicis Media

University Department of Applied Psychology has taught me so much more than just Psychology. Dr. Satishchandra Kumar does not just impart psychology lessons, he imparts life lessons, this sets us apart from the crowd. I now realize how important Psychology is in every sector and how valued this knowledge is. The knowledge of the human psyche has helped me in developing various processes and policies for the organization with a human touch. For all this and more I will forever be indebted to this department and Satish Sir. Wishing all the students the very best in their future endeavors!

NAME:- Pratik Randhir

ABOUT:- Senior Executive - HR

COMPANY:- Shanghai Tunnel Engineering Company Ltd

Currently an HR Executive for the Mumbai UG Metro Project at L&T STEC. His views about the course and experience in UDAP - "Before writing about the department, I want to leave a message for all the HR Professionals across various sectors that UDAP should be at the top of your Placement Recruitment Drive List as they have the best analytically driven students, taught and trained by highly experienced Professors with a well-researched curriculum". The Department of Applied Psychology is a vibrant place of learning and has produced exuberant executives who are making a difference in the world of business and I am proud to be a part of the UDAP Family. The Department of Applied Psychology was a source of inspiration to me, especially Satish Sir (HOD) who was my mentor who still continues to guide me.

NAME:- Rasika Gaikwad

BATCH:- 2003-2005

COMPANY:- Lighthouse Learning Pvt. Ltd.

What are your views about the course of Industrial Psychology?

The Masters in Industrial Psychology is a phenomenal combination of management theories and psychology-backed methods of managing the People functions in a work setting.

How was your experience at the University Department of Applied Psychology?

I remember the days at UDAP being my most memorable ones. Full of learning, and fun and spent with my enthusiastic batch-mates who challenged each other to do better every step of the way.

NAME:-Gayatri Godbole
BATCH:- 2021
COMPANY:- KPMG India

What are your views about the course of Industrial Psychology?

The course gives insight about how organizations and HR processes work and human behavior in the workplace. It helps students develop foundational knowledge and skills required to start off in the working world.

What would you like to say to the current batch of Industrial Psychology?

It might seem like the time is tough, however, just keep at it. The way that you look at problems, approach them, and solve them will help you grow and evolve. At times situations would compel you to go against your morals and the very aspects of what makes you "you", but don't lose your empathetic touch and humanistic approach. That's what will set you apart from others. Lastly, don't shy away from being ambitious. You never know what adventures lay ahead in life!

NAME:-Sagar Mondal
BATCH:- 2016-2018
COMPANY:- More Retail Private Limited

What are your views about the course of Industrial Psychology?

The course of Industrial Psychology is very applicative-oriented, it makes you think and engage with the world beyond your books. It primed me to think about the various dynamics that are active and present in organizations, even before I set foot in one. I learned about Training & Development, HR, Competencies, Assessments and so on. As well as the theories, the applications, and the challenges that come with them when we start to apply them. Organizations looking to make a difference and gain a competitive edge over their competitors will never go wrong in hiring a postgraduate in I/O Psychology from UDAP.

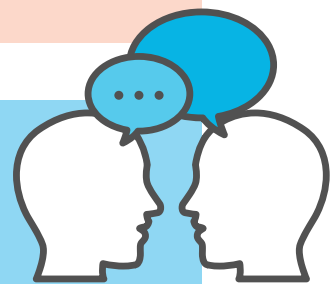
NAME:- Aliyakhatoon Khan
BATCH:- 2006
COMPANY:- Paytm (One97 Communication)

What are your views about the course of Industrial Psychology?

Masters at UDAP has a great mix of the carefully crafted syllabus of international standards for academic excellence, provided in the backdrop of ethics and value-based application. Field visits, research studies, tools, and interventions truly ready you to take a diverse perspective on the challenges of the corporate world and do what really matters.

How was your experience at the University Department of Applied Psychology?

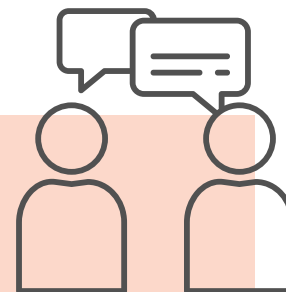
UDAP is a place that harbors your true talent and doesn't create a cast for you to get molded. It offers a psychologically safe environment with the right academic pressure to help you flourish as a professional later.



NAME:- Ruhi Kadam

BATCH:- 2017-2019

COMPANY:- Apollo Global Management



What are your views about the course of Industrial Psychology?

The I/O Psychology course offered at UDAP is a comprehensive course consisting of workshops, field visits, HRD instruments, and psychometrics coupled with the key principle of human behavior and development in the workplace. It helps the students understand the core elements of psychological and management theory as well as gain critical industry insights through case studies and group projects.

How was your experience at the University Department of Applied Psychology?

During the Master 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 I/O Psychology helped me understand human behavior in relation to business goals and needs, which proved beneficial for my career.

NAME:- Radha Joshi

BATCH:- 2019

COMPANY:- Birlasoft Ltd.

What are your views about the course of Industrial Psychology?

The course is well-designed covering a wide range of concepts & topics. Along with theory and practical component, research is given equal emphasis. In my opinion, field visits were a highlight as they were used to help us understand the functioning of different types of organizations and the role that IO psychology plays in various organizations.

NAME:- Shruti Totla

BATCH:- 2018-2020

COMPANY:- Amazon

How was your experience at the University Department of Applied Psychology?

I am very grateful to all the Professors in the University Department of Applied Psychology. Everyone here is very cordial and always ready to help you grow. The lectures are not conducted in a monotonous pattern but instead are very interactive and informative. In my 2 years of Master, here I have had the opportunity to question my thinking patterns and alter my perspective about things, for good. Under the guidance of all my professors and my Mentor Dr. Satishchandra Kumar, I have seen myself grow.

NAME:- Dr. (Mrs.) Raju Mistry

BATCH:- 1992

COMPANY:- Cipla Ltd.

How was your experience at the University Department of Applied Psychology?

My achievements today are due to the exposure and learnings at the Department as it has helped me unleash my true potential. The focus of the course in the Dept on the application is admirable and that is the true differentiating factor between our Dept. and the others.

What would you like to say to the current batch of Industrial Psychology?

Pursue your passion and give your 100% to the cause you believe in - this is a guaranteed formula for success. If you have a positive Can do attitude, and willing to take on challenges with confidence and courage, then you are unstoppable. Don't let others determine or tell you what you can or should do - break your own limits. And nothing ever significant was achieved without hard and smart work - there are no shortcuts to success. Do your best and build on this legacy.

NAME:- Sneha Chovatiya

BATCH:- 2020- 2022

COMPANY:- Director and HR at ARIS Investing

How was your experience at the University Department of Applied Psychology?

My experience at UDAP was a rollercoaster experience because our batch started off as virtual and then shifted to hybrid. Most classes were filled with interactions and all our professors were always available to answer our queries.

What would you like to say to the current batch of Industrial Psychology?

My message for the current batch of I/O Psychology would be that 'be open to experiences'. This is a very diverse field and we should be open to tasting the different waters that I/O Psych has to offer.

NAME:- Celeste Kunnel

BATCH:- 2022

COMPANY:- Teleperformance

How was your experience at the University Department of Applied Psychology?

Learning at MU was fun. All the teachers are not only understanding but are really approachable and friendly. They make the session interactive which really helps the learning experience.

What would you like to say to the current batch of Industrial Psychology?

Choosing I/O was definitely a good choice. There will be times when you may find yourself doubting and wondering if it was the right choice, but you'll find yourself eventually loving the choice you made.



NAME:- Jovita Joshi
BATCH:- 2016 - 2018
COMPANY:- Deloitte (USI)



What are your views about the course of Industrial Psychology?

I think the Industrial Psychology course at university is a great way to gain an understanding of how to apply psychological principles to the workplace. The expertise of the professors and the coursework enables students to understand how to create an effective work environment, how to motivate employees, and how to manage stress and conflict in the workplace.

How was your experience at the University Department of Applied Psychology?

Overall it was an amazing learning experience. I am grateful to have had the opportunity to learn from some remarkable faculty members that encouraged me and my batchmates to share, understand, and engage with the different perspectives we brought to the table.

NAME:- Zaakal Shah
BATCH:- 2020-2022
COMPANY:- Godrej Agrovat Ltd

What are your views about the course of Industrial Psychology?

I/O psychology as a course gives you a good picture of the relationship between people & workplaces. The course provides a deep understanding of the organizational world & effectively creates a strong base to navigate & solve organizational problems and improve employee productivity.

How was your experience at the University Department of Applied Psychology?

My experience at UDAP for I/O psychology was the best. I'll forever remember the interactive activities & the wide exposure we got during the year. It created a very tight knit group for the batch of I/O & I'm still in touch with most people from my batch.

NAME:- Seema Lele
BATCH:- 2003
COMPANY:- Indian Hotels Company Limited

How was your experience at the University Department of Applied Psychology?

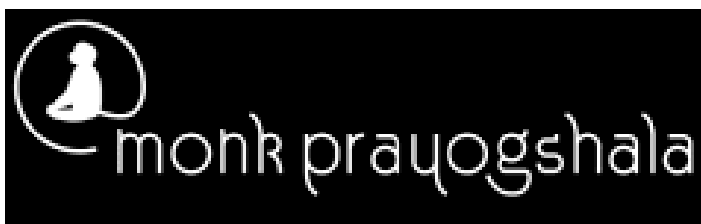
The field visits, book reviews, and experience of conducting group workshops made the course enriching.

What would you like to say to the current batch of Industrial Psychology?

Curiosity, perseverance, and attitude to learning cannot be achieved through any education degree. No education degree will be sufficient for life. We need to keep investing in ourselves and reinventing ourselves.



Past Recruiters



Past Recruiters

UPASNA SARAF

headhrd.bcg@dsrvmalad.org
Bombay Cambridge Gurukul
Head HRD



BOMBAY CAMBRIDGE
INTERNATIONAL SCHOOL

ANDHERI (EAST)

...where every child matters

ISO 9001:2015 certified

I have had a good experience hiring I/O Psychology students from the University Department of Applied Psychology. They're sincere and skilled in **data management** and are thorough with **organizational theories**. I think workplace psychology is extremely important. It is the **interpersonal synergy** that defines the culture and achieves the mission. Psychology helps connect diverse groups to promote teamwork and personal growth.

SHWETA ANCHAN

shweta.anchan@ummeed.org
Ummeed Child
Development Center
Assistant Manager - HR



It has been a fruitful experience hiring from UDAP, Mumbai. We have hired teams like HR, and Autism Intervention Services from MU. **I/O Psychology students have an understanding of the subject and a willingness to apply in the field.** Specifically in the Autism team, since autism doesn't have a formal degree, applied psychology students have been able to train and grasp the knowledge and skills required.

Today **psychology is immensely important in the workplace** as in an organization like ours where children are of utmost importance, therapists who have a background in psychology are extremely crucial and helpful. We not only care for children but also families and hence it only adds value to us and our work.



SWAPNA DESAI

Head- Human Resources
BNP Paribas

The Industrial Psychology course provides a **foundation for understanding workplace behavior 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 business, and management practices and effectively apply their psychological 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.



DARSHANA SARDESAI

Senior Director- Human Resources
Teleperformance

In recent years, I had an opportunity to onboard a talented pool of students from UDAP. Placed as HR professionals, they aligned themselves with the team goals with utmost confidence and came up with the learning curve remarkably well. From the very beginning, their contribution in the form of ideas, and 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 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.

SYLLABUS

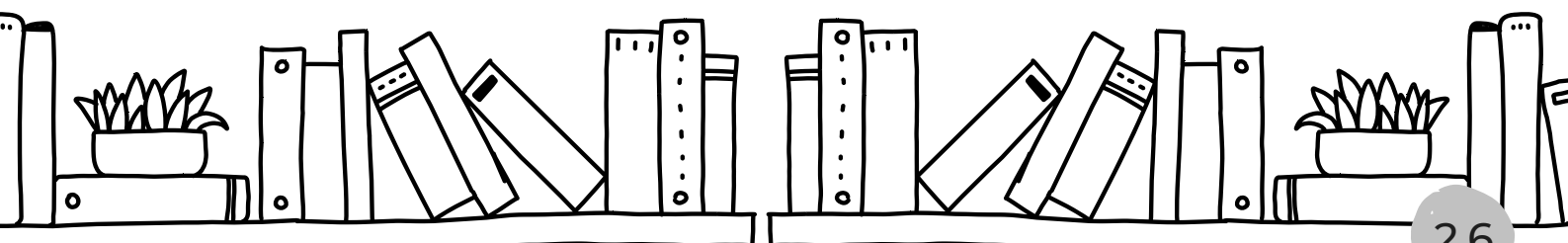
SEMESTER I

COURSE	SUBJECT	CREDITS
1	Personality Psychology Helps to evaluate personality theories, research, and understand modern approaches to personality	4
2	Research Methodology Helps students with methods of qualitative and quantitative psychological research; ethics, design, and evaluation of research in psychology	4
3	Statistics for Psychology Students learn applications of statistics and learn numerical methods. They also learn multivariate methods and computer applications to statistics using R.	4
4	Psychology of Cognition and Emotion Students understand advanced topics of cognitive science, neuropsychological underpinnings of cognitive processes and theories	4
5	Experimental Psychology Enables students to design experiments in various areas of psychology and design appropriate computer programs for the experiments	8

SYLLABUS

SEMESTER II

COURSE	SUBJECT	CREDITS
1	Evolutionary Psychology Students learn to think about the human mind and its processes from an evolutionary perspective and understand the applications of Evolutionary Psychology.	4
2	Intervention Systems in Psychology It orients students with eclectic, integrated, and multicultural approaches to intervention.	4
3	Multiculturalism: theory and practice The students understand issues of identity, stereotyping, and discrimination in a multicultural society.	4
4	Positive Psychology This course aims at acquainting students with positive cognitive and emotional states and processes as well as pro-social behavior and wellbeing.	4
5	Psychological Testing & Psychometrics Students learn to appreciate the criteria of a good psychological test, the steps involved in test construction, and the ethical issues in psychological testing.	8



SYLLABUS

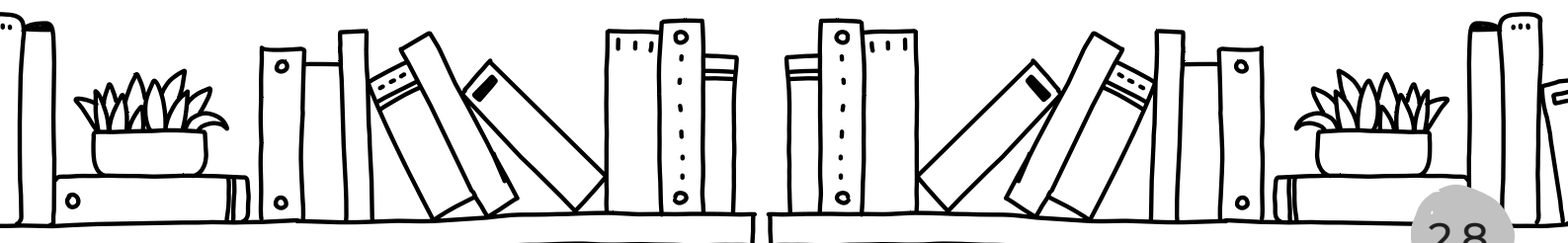
SEMESTER III

COURSE	SUBJECT	CREDITS
1	Competency-Based Assessment in Organisation Students learn competency-based applications in HR Planning, Recruitment and Selection, Employee Training, and much more.	4
2	Organizational Behaviour Trains students to understand the concepts, nature, and principles of Organisational Behaviour.	4
3	Organisational Development Acquaints students with the nature, foundations, processes and interventions in organization development.	4
4 (E1)	Consumer Psychology Introduces basic psychological principles in understanding consumer behavior and familiarizes students with how people's buying behavior gets affected by self and social processes.	4
5 (E1)	Family and Couples Therapy It introduces the issues faced by families and couples and helps students develop skills in family and couples therapy.	4
6 (E1)	Advanced Skills & Processes of Counselling & Psychotherapy Builds students' capacity in understanding and use the basic and advanced skills for counseling and psychotherapy.	4

SYLLABUS

SEMESTER III

COURSE	SUBJECT	CREDITS
6 (E1)	Training and Development Acquaints students with the need, purpose, and role of training in organization.	4
7 (E2)	Human Resource Management Helps Students learn the various Human Resource systems and programs in an organization to achieve higher productivity, and acquaints students with the knowledge of career planning and development, occupational safety, health and well-being, and union-management relationship.	4
8 (E2)	CBT & REBT: Basic and Application The course introduces students to CBT & REBT skills, techniques, and their application.	4
9 (E2)	Advanced Applied Psychometrics & Data Analytics Trains students in using advanced psychometric models and techniques with psychometric data and writing reports of psychometric analyses.	4
10	Practicum in Industrial Psychology Helps students to understand the applications of psychometric tools and inventories in organizations with the tools of behavioral and organizational interventions and develop the skills to analyze behavioral issues in organizations.	10

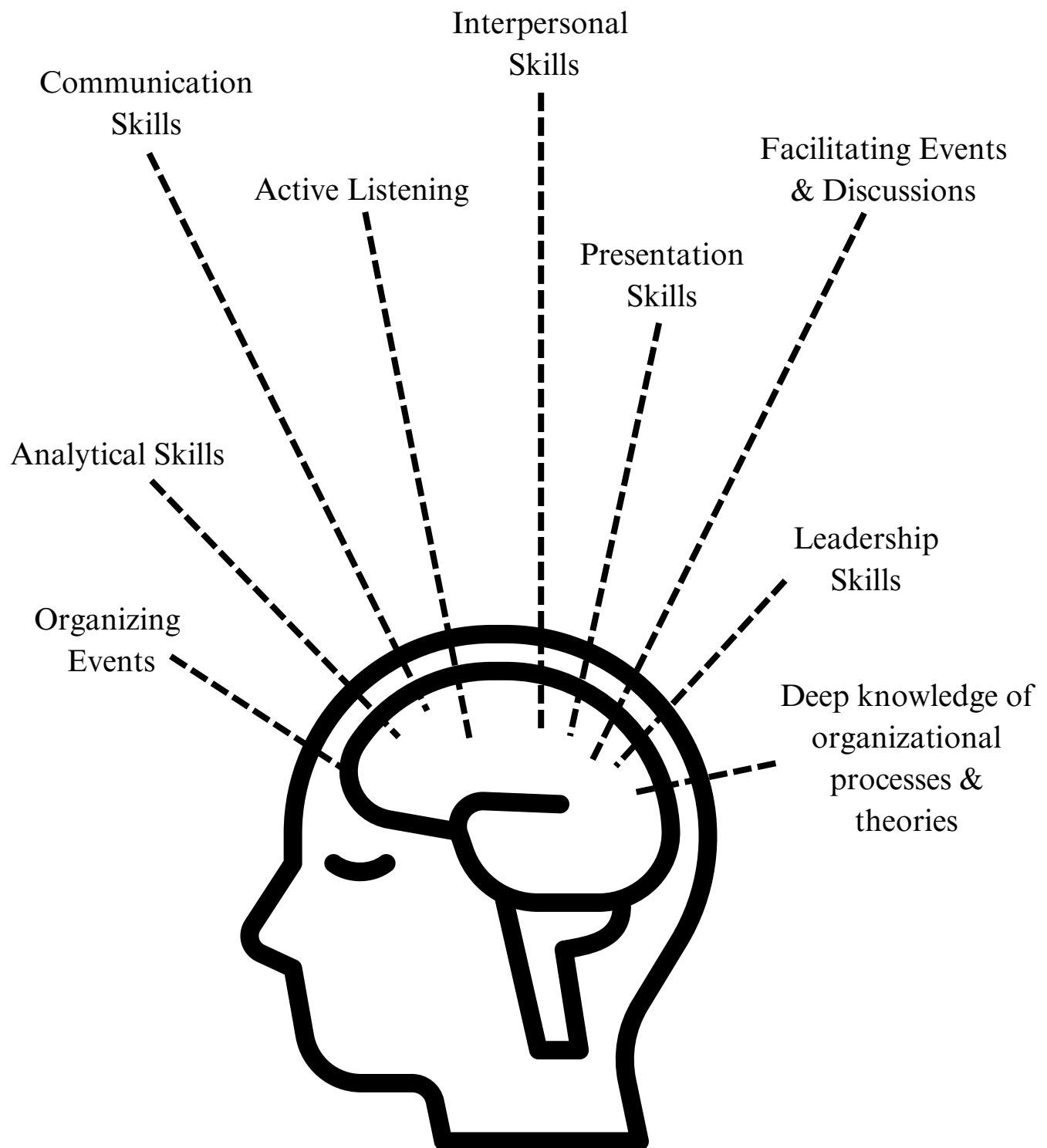


SYLLABUS

SEMESTER IV

COURSE	SUBJECT	CREDITS
1 (E1)	Applications of Neuropsychology for Health Management Students learn the functions and methods of investigating the human brain, primary & higher-order neuropsychological processes & applications of neuropsychology to public health.	6
2 (E1)	Communication & Social Skills Instils in students the understanding of basic communication & social skills. They also develop training modules for the skills.	6
3 (E2)	Peace Psychology They learn to apply peace psychology for state & society through use of conflict management & peace-building initiatives.	6
4 (E2)	Behavioral Economics Helps students grasp behavioural aspects of selfishness, rationality and preference and understand and design policy implications of behavioural economics and psychology.	6
5 (E2)	Change Management Students understand the pressures, forces, and interventions in organizational change.	6
6	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 & the applications of it.	10

Anatomy of an Industrial Psychology Student



Skill Development

The students developed these skills via numerous presentations in all subjects, all the activities and workshops held, class discussions, etc. The following descriptions would provide a glimpse into the topics of presentations and activities conducted and performed by the students throughout their journey.

I Presentations

VI HRD Instruments

II Open Sesame & Experiment Designing

VII Force Field Analysis

III R & Scale Development

VIII Field Visits

IV Structured Activities

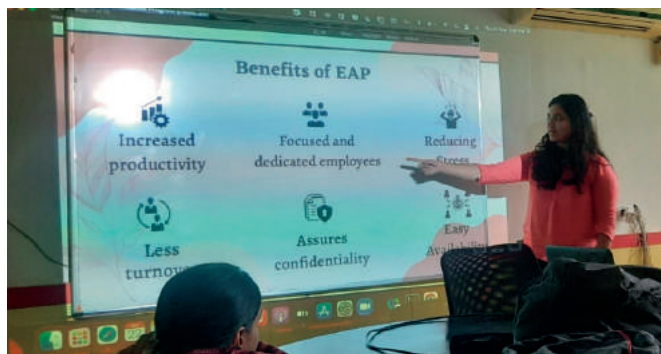
IX Appreciative Inquiry

V Workshops

Presentations

Organisational Development (OD)

As a part of the OD curriculum, the I/O students presented various topics that are essential to understand the whole of OD. The presentations gave the students an opportunity to learn and understand how to inculcate accurate research, provide the correct information and provide real time examples of the various topics of OD. They helped us understand the current trends in OD, the history of various OD practices, system interventions, training experiences of various OD interventions, how cultural analysis is done with the help of OD models, and the emerging issues with their potential solutions for OD. The crux behind these student presentations was to better conceptualize for the students the true purpose of OD, which is to enable an organization to better respond and adapt to organizational changes and technological advances.



Human Resource Management (HRM) & Competency Assessment

HRM is the effective and efficient handling of employees, and nurturing and supporting them in a way that promotes a positive workplace environment, as well as ensures competitive advantage to the business. As a part of class presentations, the students went beyond the boundaries of the syllabus. and presented topics relating to the intersection of HR practices with technology, such as: HR Balance Scorecard, HRIS, HR Analytics, Artificial intelligence & HR, and Employee Assistance Programs.

Similarly, as a way to understand the different competencies to be measured for assessment, students selected various competency groupings or theories to present that were informative yet fun and interactive. They included a diverse range of competencies such as: Interpersonal Understanding, Problem Solving, Communication, Handling Pressure, Sportsmanship, etc.

Open Sesame and Experiment Designing

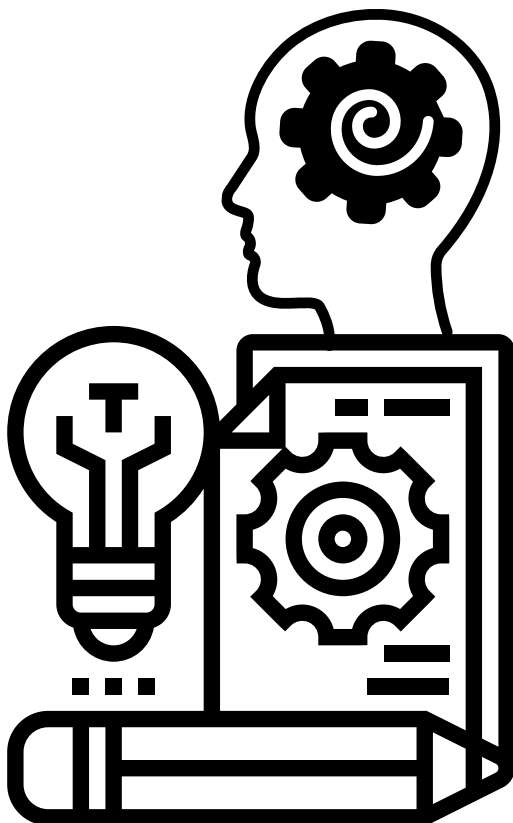
The students were divided into 7 groups where each of them was required to present their chosen topics and 1 student out of each group was selected for the final experiment. Experiments were based on various cognitive and behavioral elements that have been studied in depth through psychology. The development process was monitored by the respective faculty members and they guided the students at every stage. The experiments were then administered to people, and the results were then analyzed to confirm or discard the hypotheses.

Open sesame was predominantly used by the students when developing these experiments. “Open Sesame” is a software widely used for the development of experiments in psychology, neuroscience, and various behavioral sciences. These experiments were highly creative and had sound theoretical backing. The students not only gained first-hand experience in designing an experiment from scratch but also became well-equipped with the use of technology in research.

0.05



p-value



Experiments Designed:

Group 1 - Effect of Empathy & Personality on Moral-Decision Making

Group 2 - Understanding Word Length Effect with Backward Recall

Group 3 - Effect of Attention on Self- Control

Group 4 - Effect of Lexical & Non-Lexical Lyrical Music on Memory

Group 5 - Effect of Warm & Cool Colours on Positive Emotions

Group 6 - Effect of Memes on State Anxiety

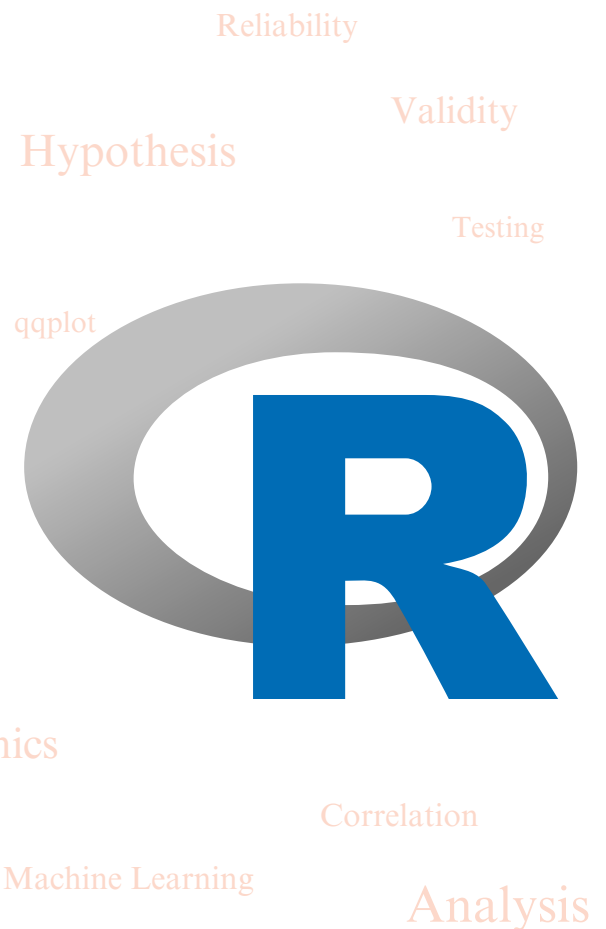
R and Scale Development

R is a free software environment for statistical computing and graphics. It uses its own programming language and a wide range of built-in functions in handling mathematical and statistical data.

The students were familiarized with the software through lectures and assignments and were expected to develop a scale. They were divided into groups for the same and each group worked together with their respective guides to develop a scale from scratch.

They followed all guidelines from making an item pool, getting it reviewed by experts, conducting a pilot test, and finally standardizing the test and developing norms.

Using the software gave the students a more accurate way of carrying out the statistical analysis as using the software can be faster and reduces human errors. The software was a new and technologically advanced approach to statistics and the students were able to acquire useful skills along with technological competence.



Scales Developed:

Group 1 - Motivation to Exercise

Group 2 - Scale of Self-Compassion

Group 3 - Social Conformity Scale

Group 4 - Prosocial Behaviour

Group 5 - Provided Social Support

Group 6 - Political Ambition

Group 7 - Attitudes Towards Asexual Individuals

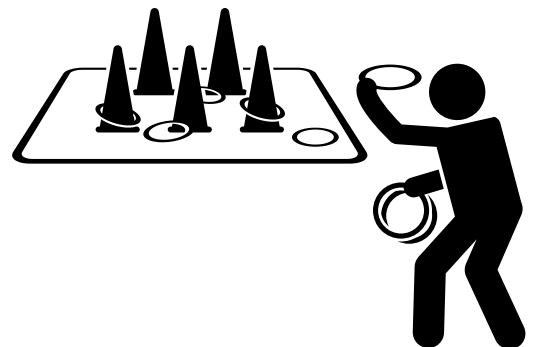
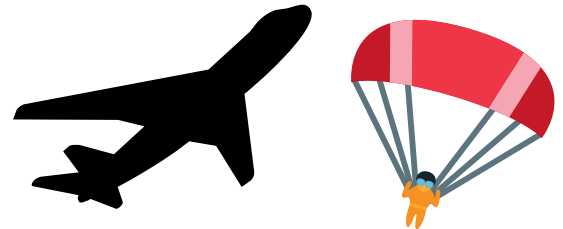
Structured Activities

Structured Activities, now common in the field of I/O, cater to the unique 'experiential' learning style of adults. The ability to try on new behaviours and emotions makes it fully beneficial to students. A structured experience provides a framework in which the inductive process can be facilitated; and the participants discover meaning for themselves as well as validate their own learning.

One of the objectives of structured activities is the development, practise, and application of interpersonal skills and techniques. Structured activities are employed to work on interpersonal as well as intergroup communication, problem solving, and other multiple constructs.

Because the activities are typically done in groups, the best starts are with ice-breaker activities that allow participants to open up to their group members, interact freely with one another, and become more comfortable sharing, talking, and expressing their thoughts. Following this guideline, the students of UDAP participated in two icebreaker activities - Who Am I? and Tree of Life, before moving on to activities like Human Values Continuum, Ring Toss Experiment, and Desert Survival. The tryst ended with the students participating in a four hour workshop of numerous activities conducted by alumna and resource person Ms. Tejal Shah.

The aim of the structured activities conducted in Semester-3 was similar to allowing students to engage, experience, and gain exposure.



Who am I?

Aim: To get the students acquainted with each other on the first day of the semester.

In addition to being the first structured activity, it was also an introduction to how workshop activities are to be conducted. In this activity, the students were asked to write down answers to questions about themselves on a piece of paper and pin it on themselves. Following this, they were asked to walk around the class and interact with others and ask questions related to the answers in to get to know more about each other. The initial sense of awkwardness gradually faded away with each interaction, and students could be seen freely mingling with each other.

This activity enabled students to get a more precise understanding of icebreakers and the way they are conducted among a group of people.



Tree of Life



Aim: To get the students to talk about those aspects of life they normally won't converse about

The second activity, besides being meaningful, also enabled the students to bring out their creative potential while making a model of the tree and getting acquainted with each other through the different versions and interpretations of the tree. Each part of the tree denoted something about their lives and complete creative freedom was given for the presentation of the tree.

The objective of this activity was to provide the students with an environment where they can be open and honest with their classmates and share their failures, strengths, and weaknesses in a non-threatening way as well as to get inspired by one another as they get to learn about each other. Aspects of introspection, self-reflection, and accepting individual differences were also at play in this activity.



Human Values Continuum

Aim: To get the students physically involved in thinking about their value statement responses and discuss them.

The activity was based on the cultures and values of an individual, as given by Hofstede's cultural variables. Two statements were given to the students at a given time and they had to choose to what percent they agree with a given statement and also give reasons for it, following this they were asked to place themselves on the continuum.

The goal was met as the students engaged in critical thinking and reflecting on the value statements. Overall, this was a very engaging activity and put forth a lot of distinct ideas and opened up a new way of thinking for the students.

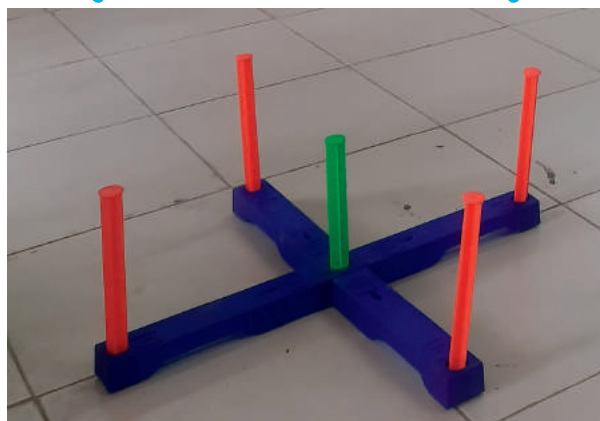
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100%



Ring Toss Experiment

GOAL!



Aim: To enable students to engage and examine their risk-taking behaviors as well as their achievement motivation through goal-setting behavior.

This activity allowed the students to explore the extent to which they are aware of the information generated by them and use it readily to modify their behavior as well as take personal responsibility in accomplishing certain tasks. Students had to have 2 successful throws of the ring into the peg, and the freedom of which distance to use to gain maximum points was up to them.

The activity provided great exposure to the topics of risk-taking and decision-making, but in a fun playful way which helped the students get firsthand experience of these concepts.

Desert Survival

Aim: To enable consensus group decision making.

The basis of the activity was that each group was given 15 items that would be used if they were stuck in a desert, which had to be ranked individually and in a group setting. There are three types of skills that were used in decision-making such as problem-solving skills, task facilitation skills, and group-building processes.

This activity helped the students understand the power of interactions among teammates to reach conclusions and solve problems. The consensus was heavily at play in this activity as the entire activity comes down to how the groups reach a common consensus through discussions and if necessary even debates which also helps in team building.



Team Building Workshop



**Aim: To promote team-building;
To aid students build their own workshops**

Dr. Tejal Shah, an alumni, conducted a workshop on team-building. Team building is the process of teaching people to collaborate and perform as a team; it has grown in significance in today's corporate environment since it promotes relationships and builds trust among co-workers. Complex games and activities are typically emphasized when the phrase "team building" is used.

She guided us through many structured experience exercises that are frequently carried out in a corporate setting for a number of reasons. The workshop included a number of team-building activities, all of had a fun and motivational approach. Changing team compositions also allowed students to experience corporate settings where each project has a new team. It was an interesting way to promote team-building in workplaces.



Workshops

“ Knowledge is of no value unless you put it into practice. ”
– Anton Chekhov

Workshops are an amazing method of understanding the practical importance of the theoretical concepts taught to us in our curriculum. At the start let's look at why workshops are an essential part of our curriculum. As a student, conducting a workshop from the initial stage of planning to execution teaches us some key competencies which each and every organization values which are Interpersonal Skills, Planning Skills, Decision Making, Conflict Management Skills, Result Orientation, and many more competencies. Doing such activities bridge the gap between theoretical knowledge and how to apply it in a practical setting.

Students of Industrial Psychology were divided into different groups randomly and topics given were:

- Team building and Creativity
- Self-awareness and Interpersonal skills
- Problem-Solving and Decision Making
- Goal Setting and Motivation
- Communication Skills and Conflict Management.

As a student, we were made to research the specific topic which was allotted to us and come up with a different practical way of presenting the theories of that particular topic. The process includes the initial research which then was shared with the faculty mentor which was assigned to each group, this helped us in making our workshop more refined. After this, we designed the workshop template with time allotment to each section, who is taking which part, and the final presentation was presented to our HOD after which he gave his valuable input. Each group was given a specific date to conduct their topics. Students also started marketing their workshops in the department. On the day of the conduction, from setting up the venue to every minute planning as to what to play as welcome music Different activities, Refreshments, Feedback, and handouts were done by that specific group. This definitely taught students planning and execution skills in a practical setting.



Team Building & Creativity

#GrowMoreTogether

By: Nikhil, Maliha, Vrinda, Heena

Many organizations place a significant emphasis on team development in order to achieve their objectives quickly and create an inclusive workplace culture. The ability to come up with or recognize concepts, options, or possibilities that could be helpful in resolving issues, interacting with others, or amusing ourselves.

Here various practical-oriented activities based on theories such as Belbin's team roles, Torrance Tests of Creative Thinking, and Remote Associates Test were used.



Workshop

Grow More Together

"Team Building and Creativity"

What is Grow More Together (GMT) ?

GMT is a interactive workshop designed to learn and understand Simple but Important concepts of TEAM BUILDING and CREATIVITY through Fun and Learn method.

WHY SHOULD I ATTEND GMT ?

Practical
Learning

Different
Perspectives

To Have
Fun!

3rd October 2022, Monday

Starts at 12.03 Pm.

Venue: Lecture Hall (106).

Workshop Conducted

By,
Maliha, Heena
Nikhil, Vrinda.

#GrowMoreTogether

"Talent wins games, but teamwork and Creativity win Championships."

- Michael Jordan

Self-Awareness & Interpersonal Skills

We are often unaware of ourselves as well as how others perceive us. Knowing ourself helps us to understand others and maintain better relationships

Do join us in the journey of self awareness & interpersonal skills

Looking within and beyond



Date: 7th October 2022

Time: 11:30 pm to 4 pm

Venue:

Lecture Hall (Room no. 106),
Department of Applied Psychology,
University of Mumbai
Santacruz- 400098

Looking Within and Beyond

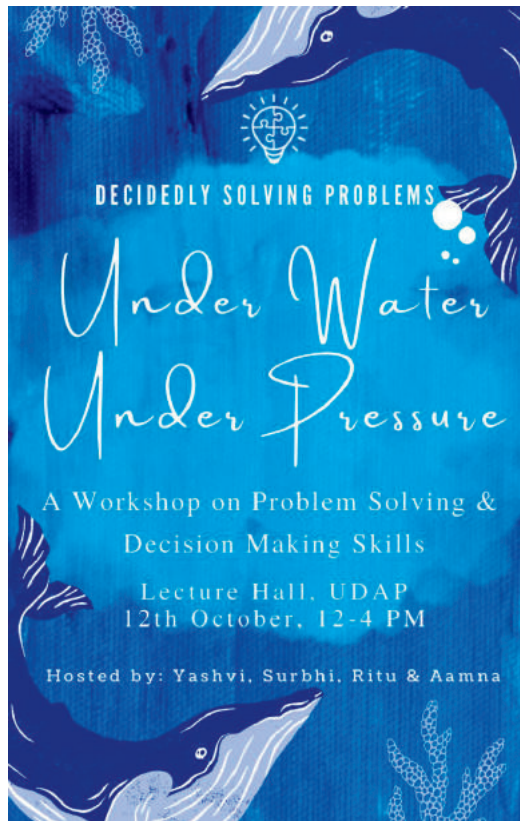
By: Mrunal, Nimisha, Janhavi

Self-awareness is a mental state in which one is the center of attention and it helps us understand who we are better and gives us a realistic perspective of what we can and cannot do. The ability to communicate effectively with others requires interpersonal skills, which are crucial in both professional and personal settings.

An introductory game and a total of six activities focused on self-awareness and interpersonal skills made up the workshop's nearly three to four hours.



Problem Solving & Decision Making



Decidedly Solving Problems: Under Water, Under Pressure

By: Aamna, Ritu, Surbhi, Yashvi

Our daily lives need us to solve problems in a variety of situations, and since we frequently face challenges, it is our capacity for problem-solving that enables us to overcome these challenges. The process of decision-making is used to make choices while solving problems of any kind. Making decisions and addressing problems are crucial skills that are necessary in the corporate world.

There was a total of five activities that were conducted which included creative actives such as 10 things together, Tic Tac Toe, Human knot, Fish & Fisherman, and Cup It Up.



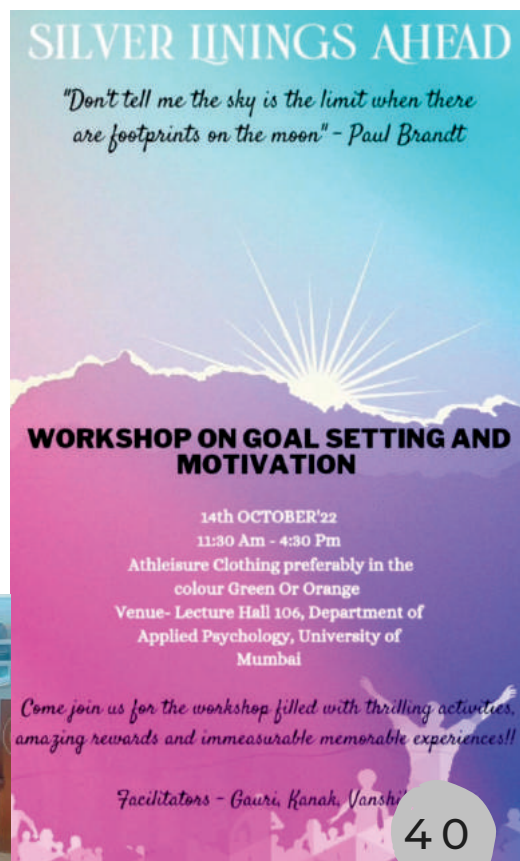
Goal Setting & Motivation

Silver Linings Ahead

By: Gauri, Kanak, Vanshika

Goals are purposeful actions that are carried out after careful consideration, as opposed to wants or intentions and it demonstrates a person's commitment to achieving them through thought, behavior, and emotion. Motivation works as a driving force for us to engage in goal-directed behavior and can be conscious or unconscious in humans.

Theories such as SMART goal-setting approach, self-efficacy theory of Albert Bandura, The goal-setting theory developed by Locke and Latham, and The notion of operant conditioning introduced by B.F. Skinner was used to back up the practical activities.



Communication Skills & Conflict Management

Jab Koi Baat Bigad Jaaye....Talk It Through

By: Manasi, Vishal, Sakshi

Communication is the act of passing information from one to another - carried out verbally, in writing, visually, nonverbally, etc. It's important to have this ability to build connections, interact effectively, cooperate, and resolve conflicts, among other things. Conflict management is the ability to recognize disputes and resolve them in a reasonable, equitable, and effective way. Simple differences of opinion can rapidly escalate into resentment or worse due to poor communication or interpersonal strain. Professionals should strive to resolve conflict effectively rather than trying to avoid it at work.

There were a total of seven activities with unique names such as Yeh Santra Mujhe De De Thakur, Aakhir Kehna Kya Chahte Ho??, Tum Saath Ho Ya Na Ho, Kya Tha Who Ab Guess Karo.

The theme of the workshop was "**Bollywood**", and participants were encouraged to dress up as their favourite movie characters to make the experience more fun and memorable. The decor and activity names were kept in-line with the theme.



HRD INSTRUMENTS

Human resource development instruments are used by organizations to help employees, hone their existing capabilities in addition to developing new ones. Being industrial psychology students, we were given exposure to certain HRD instruments as part of our curriculum to gain insight into how the forms are filled out by the employees and what we can find out from particular instruments.



Team Orientation & Behavior Inventory (TOBI)

The TOBI assessment is based on a self-report questionnaire that asks participants to rate their own behavior and the behavior of their team members in various team-related situations. TOBI generates 4 distinct scores. Scores can be matched with 4 profiles that TOBI gives.

HRD Climate Survey

Developed by T.V. Rao and E. Abraham, it consists of 38 items. It covers 7 dimensions of organizational climate:

1. Positive developmental climate
2. Top management commitment
3. Employee nurturance
4. Employee trainability
5. Reward administration
6. Mutuality and trust
7. Progression

Role Efficacy Scale

In a structured test consisting of 20 triads of statements. The scale measures 10 dimensions, covering the elements of role making, role centering and role linkage.

Style Profile of Interaction Roles in the Organization Scale (SPIRO-M)

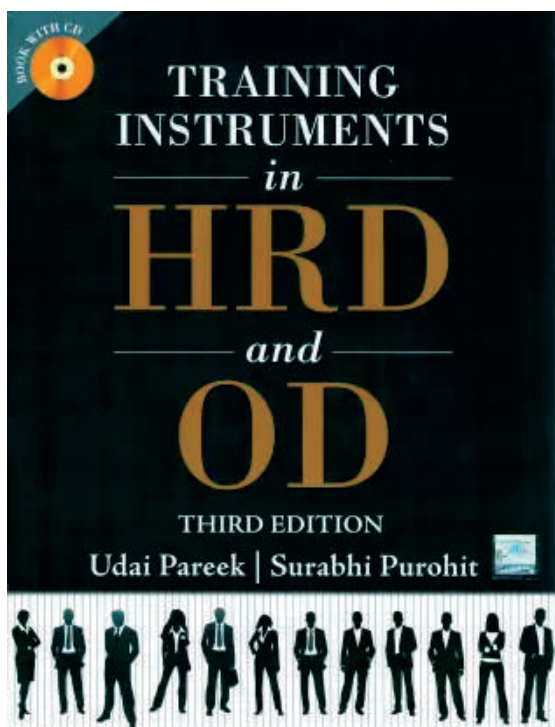
The test contains 36 statements that the respondent has to rate on a 5 point scale. The test can be used by managers, trainers, consultants, or coaches to determine their managerial style. SPIRO-M is specifically for managers.

Motivational Analysis of Organizational Behavior (MAO-B)

The MAO-B instrument was developed by Udai Pareek. It consists 60 items and measures 6 dimensions, namely, Achievement, Influence, Control, Dependence, Extension & Affiliation Motives.

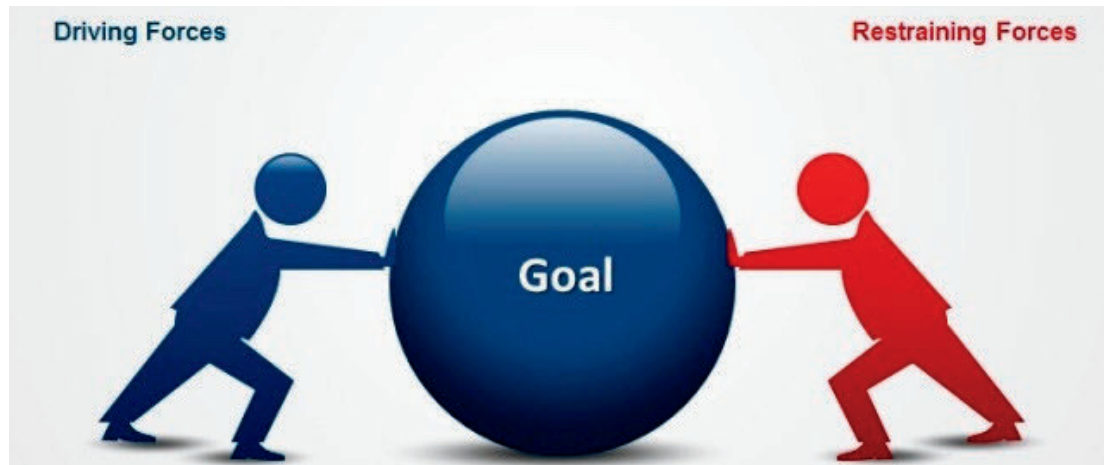
Role Stress Scale

This scale was designed by Udai Pareek, has 50 items & measures the 10 dimensions of organizational role stress, some of which are inter-role distance, role stagnation, role erosion, personal inadequacy, role ambiguity, etc.



FORCE FIELD ANALYSIS

Force Field Analysis (FFA) is a widely-used change management model. It is a basic tool for root cause analysis that can help to take action once the root cause has been identified. This approach is predicated on the idea that any condition results from an equilibrium between forces for and against the current state. They are called driving forces and restraining forces, respectively.



Steps for force field analysis:

1. Determining the current problematic stage.
2. Deciding the future desired condition.
3. Identifying the forces and factors operating in current conditions.
4. Examine the strength of the driving and restraining forces.
5. Construct strategies or action plans to stabilize equilibrium at the desired condition.
6. Determine the priority levels or initiation sequence of all action plans.
7. Implement action plans.

FFA was conducted within the Department of Applied Psychology, University of Mumbai. For this process, the class was divided into 2 teams, each team consisting of one head and one co-head. The heads and co-heads of both teams collectively decided on a common goal for the Department of Applied Psychology to be achieved by a certain deadline. After the division of teams, each team discussed within them the required categories to study and analyze for the goal accomplishment.

Several team meetings were conducted and the driving & restraining forces were listed down for each category. Both teams had listed several similar as well as several differing forces. After listing down the driving and restraining forces in each category, all the team members gave their individual ratings to each of the forces in each category that their respective team discussed and created.

Ratings were given on a 5-point rating scale where the driving forces were rated based on how helpful they are- 1 representing not very helpful and 5 representing very helpful. The restraining forces were rated based on what needs immediate action on a scale of 1 to 5, 1 being doesn't need immediate action and 5 being needs immediate action. Once all the team members of both teams finished the individual ratings, both team leaders coordinated and discussed the categories and list of forces created by each team. Based on the discussion, several categories and forces were added, eliminated and modified. A final list of forces was created and then both team members gave individual ratings to the modified list. Later, an average was calculated for each of the forces based on the ratings given. Another discussion was conducted with the entire class and action plans were decided based on the average ratings.

Focus Group Discussions

A Focus Group Discussion (FGD) is a qualitative research & data collection method where a selected group of individuals discuss a certain topic or issue in-depth, assisted by a skilled moderator. Facilitation is a key component of FGD. This technique is used to elicit the participants' attitudes, knowledge, behaviors, experiences & perspectives.

FGDs can be used to investigate the diversity of viewpoints on a subject of interest. They can be particularly helpful in bridging research and policy by giving an insight into the various viewpoints among the many stakeholders participating in the change process, allowing the process to be guided more effectively.

Organizational development (OD) programs can benefit greatly from FGDs. Group or organizational issues can be resolved more effectively with the assistance of a well-designed FGD. They may be employed at any time during the course of a project or program. For example, they can be used to provide ongoing feedback during project implementation or at the design or planning stages to assisting in shaping the project. They are particularly useful when a lot of qualitative information needs to be collected in a short period.

Group 1: E-Commerce

The students explored how community bazaars & local markets are influenced by e-commerce, as well as the precautions that regular online shoppers take.

Group 2: Changing the Field of Study in India

Students aimed to understand the driving & restraining forces that influence the decision of changing the field of study in India.

Group 3: Employee View on Therapy at Workplace

The students attempted to understand the views of employees about EAP/ counselling services at their workplace.

Group 4: Misrepresentation of Women & LGBTQIA community in Media

The students wanted to reflect on how media ideologies & narratives have portrayed minority characters by dividing truth from fiction.



Appreciative Inquiry

Appreciative inquiry is a model of change with a strength-based approach. It seeks to help individuals and organizations recognize their strengths and build on them to achieve their vision. David Cooperrider and Suresh Srivastava championed the model. Appreciative inquiry is unique as it moves away from the disease model, instead focusing on the assets the individual or organization possesses and can develop rather than on the weaknesses. It can be used at various levels: individual, group, organizational, or even social. Today, it is frequently used in organizations to bring innovation by making strategic plans, strengthening their core values, improving their organizational culture, etc. Additionally, its unique approach shows faith in human potential, fosters collaboration, and builds connections among individuals.

Appreciative Inquiry follows a 4D cycle, namely:

Discover, “What is?”, wherein the strengths and assets of the participant are realized.

Dream, “What might be?”, participants envision a future they desire.

Design, “What should be?”, strengths & dreams are collated to find the ideal.

Destiny, “What will be?”, strategies to achieve the ideal are implemented.

Appreciative Inquiry also has 5 principles:

Constructionist Principle:

“Words create Worlds”

Simultaneity Principle:

“Inquiry creates Change”

Poetic Principle:

“We can Choose What we Study”

Anticipatory Principle:

“Images Inspire Action”

Positive Principle:

“Positive Questions Lead to Positive Change”

Appreciative Inquiry was conducted by students in pairs. Each student had the opportunity to be the facilitator as well as the participant. Affirming questions and storytelling were some of the techniques used to fulfill the goal of appreciative inquiry. The process of interviewing participants helped the students hone critical skills such as active listening, interpersonal, paraphrasing, and communication skills.





Field Visits

ST. CATHERINE OF SIENA

St. Catherine's is an educational institute and rehabilitation space for destitute children founded by Father Anthony in 1957. The school we visited is located near Mount Mary Church, Bandra. Further there are branches located in Thane and Mahabaleshwar as well. Children from marginalized sects living on the street, in slums, and coming from villages are homed here.

Some programs in place are 1. Happy Feet which encourages yoga and dance 2. JO20+ provides job-oriented vocational training for professions like mechanics, nurses, driving, or beauty school. 3. Happy Home Project which empowers parents, and provides counseling and life skills lessons on alternate Sundays. St. Catherine in this manner provides more than just education but a haven to its children, watching over them like a guardian angel.

KRIPA FOUNDATION

Our next visit was to the Kripa Foundation, affiliated with the Ministry of Social Justice and Empowerment (MSJE), which is the largest NGO working in the fields of addiction and HIV/AIDS. It had humble beginnings in a church annex in Bandra in 1981 with one priest, an alcoholic, a doctor, and three patients. Their work has received national and international recognition.

Kripa has programs for street children that use the HALT Technique; it stands for hunger, anger, loneliness, and tiredness as reasons children turn to drugs. By providing for all the above-mentioned needs, they ensure children don't go back to using drugs recreationally. Lastly, they work with resistance with patience, determinism, and persistence; they don't give up on people, ever.



BOMBAY CAMBRIDGE



“What is a good school?” This is the question Bombay Cambridge Gurukul (BCG) aims to answer by its endeavor to provide a dynamic, responsive learning environment designed keeping the wellbeing and welfare of students at its center. The aim being to develop excellence in not just academics but also soft skills and behavior. Founded in **1993**, the school is a premier **K-12, co-educational, English medium school** recognized for its fully integrated approach to learning.

Implementation of management as **parents are like customers**. Creating surveys for parents to evaluate school. They work on the well-being of their students, parents and teachers. The approach of the facilities at BCG ensure that the school is consciously planned to provide the best advantage to the learner, and to ensure educators have every teaching method available to them.



INSTITUTE OF BANKING PERSONNEL SELECTION

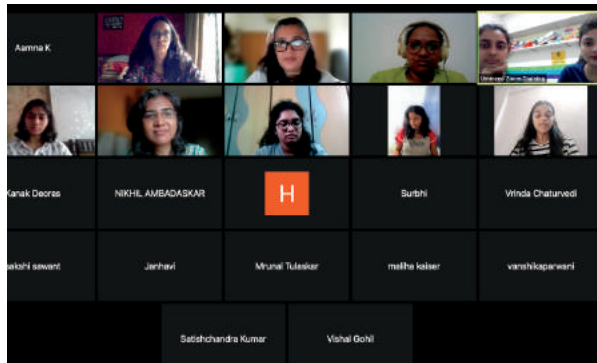
IBPS is an autonomous body under the **Ministry of Finance, Government of India**, set up to implement and evolve a world class process of assessment and selection of personnel for various client organizations. The foundation of the organization is based on the motives of **accuracy, speed and confidentiality** using a blend of modern technology and academic expertise.

All members and stakeholders follow this guiding philosophy. IBPS renders its services to all National Public sector banks and even to Regional rural banks, Co-operative banks and General Insurance companies. It conducts admission entrance exams for crucial government universities and Management Institutes as well. To abridge, it successfully implements a **world class system of assessment** and selection of personnel in a fair and objective manner.



UMEED CHILD CARE

This visit was conducted through an online meet due to post pandemic. Umeed, established in **July 2011** is a registered society that provides services for children and young adults with developmental difficulties. The founder is a mother of a young child with autism, thus in order to fulfill this aspiration has brought together a great team of educators, speech therapists, **occupational therapists, behavior therapists** etc under one roof so that Umeed is able to cater to all deviant needs of our children as well as catering to multiple disabilities like **Autism, Mental Retardation, Cerebral Palsy, Learning Disability**.



Umeed Foundation is a registered society that provides services for children and young adults with developmental difficulties. Training is not only given to the people who work there but it is also given to the children's parent therapist teachers about **acceptance** as it is an essential and important part.

BIOSTADT

Biostadt India Ltd (1986-2016) believes that the growth of India is directly related to the growth of the rural areas. **Farmers being the central focus of rural India**, it is necessary to give them a helping hand by providing them with top-of-the-line agricultural inputs and services. They hold the leading position in biotechnology research-based agro inputs.

The inhouse **Leadership Ladder program** is one of the latest efforts of R&D. Once managers resign critical positions are left vacant, this program creates standees for these positions. This system also encourages internal promotions and relies on hiring employees of known culture fit. The three birds of the **Biostadt tri-bird logo** represent Speed, Growth and Teamwork, which has inspired Biostadtians to reach out to the visionary goal of achieving 1000 cr by 2023.



NUCLEUS OFFICE PARKS

Blackstone, founded in **1985** is the world's largest **asset management private equity firm**. It is a leading global investment business investing capital on behalf of pension funds, large institutions and individuals. They invest on a global basis across a wide range of asset classes including private equity, real estate, public debt and equity, growth equity, opportunistic, non-investment grade credit, credit and hedge funds, real assets, secondary funds, infrastructure, life sciences, insurance and growth equity. By their efforts and capital investment they promote the growth of hundreds of companies and support local economies.

There are 3 organizations nexus is part of. It is very good, security and safety are taken care of by them, and maintenance of buildings is done by them. They can sell or they can keep it up to them. They have applied for a lot of **certification**, **ESG certification** is critical and most important 3 key verticals Operation, leasing and designing construction. Overall the organization is the silent shepherd to the restructuring of office spaces in India and believes in promoting its clients more than the organization itself.



GODREJ INDUSTRIES LTD.

Our field visit was in Godrej One, located in **Vikhroli East**. The Group was established in **1897** out of a desire to demonstrate economic self-sufficiency and excellence. From safes that withstood fires better than international competitors', to one of the **world's first soaps from vegetable oil**, and the **ballot boxes** for independent India's first general election, the group has a proud tradition of making meaningful products and building businesses that serve the country's interests. They have always focused on people and the planet along with the profits.

The Group comprises a varied business portfolio that includes real estate development, fast moving consumer goods, advanced engineering, home appliances, furniture, security, and agri-care. Ranked as the **2nd most trusted India brand**.

Guest Lectures



SUSHANT DIVGIKAR INDIAN MODEL

The Department of Industrial Psychology conducted a Guest lecture with the resource person Sushant Divgikar is a model, actress, singer, columnist, industrial psychologist, motivational speaker, drag queen, pageant director, transgender, and video jockey. Sushant Divgikar hails from India. In July 2014, they were crowned Mr. Gay India 2014. They represented India at Mr. Gay World 2014. They were the only representatives from India to win three subawards and received a number of special prizes during Mr. Gay World 2014.

They took part in Season 8 of the reality television programme Bigg Boss. The LGBTQIA+ community's first contestant to win a golden buzzer and advance to the top 15 of the reality competition show Sa Re Ga Ma Pa in 2018 was Diggikar's drag queen persona, Rani Ko-HE- Nur. Rani was the first drag queen in India to participate in a singing reality show and win the golden buzzer. They were invited to participate in the inaugural season of Queen of the Universe, an international singing competition for drag performers, in 2021 as their drag person.



DR. DEEPTI PURANIK FORENSIC PSYCHOLOGIST



Doctor Deepti Puranik is an Academician, Practitioner, Trainer, Forensic Psychology, Polygraph Examiner, 16 PF Internationally certified, and the Founder of Lighthouse Psychological Consultancy. Working as a deliberate force for both physical and social science in court of law, she has solved forensic cases with section 45 and section 290 gaining scientific repute by government. She works in forensic lab collecting evidence. Forensic science works for both behavior and processes of criminal after reaction of the crime; rely on physical evidence and when there is physical evidence regarding crime everything is covered including post-mortem report.

Polygraph test is also handled by her, in physiological response and physiology. EEG, closed probe with certain statements brain electronic eye, mapping of experience knowledge, comparison question and 200 to 250 probes with NARCO analysis injecting a drug and cases of national crime. And finally checking the sequence of the current crime whether reconstruction of the entire crime is necessary or not.





LIEUTENANT COLONEL DHARAM DUTT GOEL

The Department of Industrial Psychology conducted a Guest lecture with the respected resource person, Lt Col. Dharam Dutt Goel. He stepped on an IED while checking the pit. His left leg was torn off below the knee. He considers it fortunate that none of his soldiers were hurt because he was in charge. **"When People Doubted My Ability to Walk, I Decided to Fly"** is a motivational autobiography written by him as a serving Army officer. It was published by then-COAS and current CDS General Bipin Rawat. The book is a fantastic account of an Army commander whose life has been turbulent and tough.

Recently he made an appearance in the **Limca Book of Records 2020** as the first Indian to paraglide on an artificial leg, making him the first in the Indian Armed Forces. He overcomes the sadness of losing his father at a young age like a hero. His chance at being a member of the best military in the world is wrecked when an **IED blast** results in the amputation of his leg. But he overcomes all obstacles and embraces the difficult life that lies ahead. Despite having an evident disability, he then pushes himself to the limit physically and engages in **paragliding, marathon running, and even lake swimming**. He also recounts his exemplary character in caring for his disabled mother. The silent story of his wife, whom he dared to love as a teenager, is also included. His speech had great impact.

MS. POOJA JOSHI BNP PARIBAS



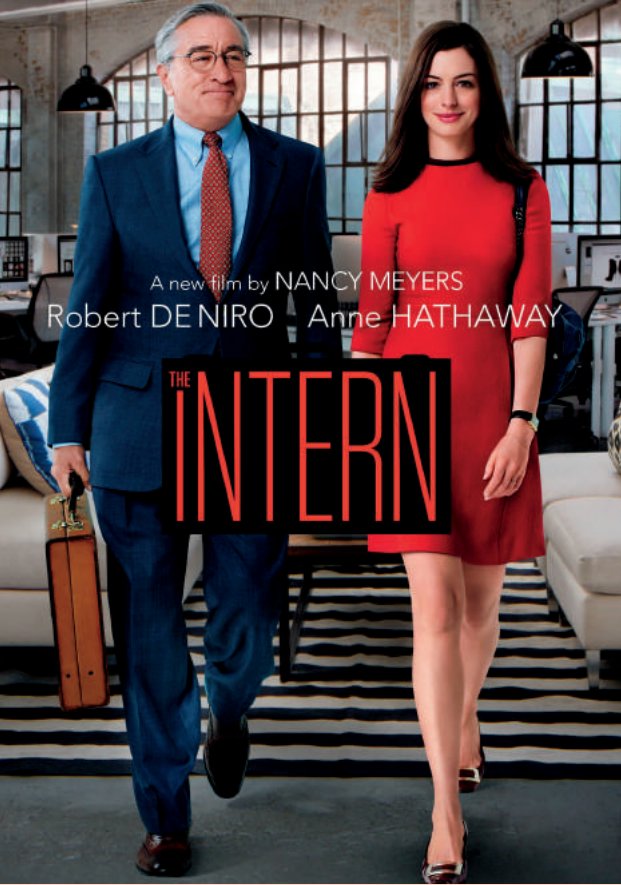
From intern in Mahindra Power to Assistant Vice President of BNP Paribas India Solutions, Ms. Joshi's navigation in her career and job security was admirable. She received **Star Performance from BNP**. She is an HR who actually started from social psychology to industrial psychology. She was very keen from 2009 to graduate from Mumbai university. Ma'am has also managed **5000- 6000 people on campus level** and became **Vice-President of a division**.

She is future focused individual who invests effectively and is onboarding managing stakeholder with honesty, integrity at her job. For training, she attended Singapore, Asia, Pacific campus for one week, did leadership program and training group program in 2016 at different levels. She knows retention and **skill building tactics while mobility and transferring skills**.



Movie Reviews

"EXPERIENCE
NEVER GETS OLD"



A new film by NANCY MEYERS
Robert DE NIRO Anne HATHAWAY

THE
INTERN

The Intern

Starring **Robert De Niro** and **Anne Hathaway** as an unlikely guide to work-life equilibrium, 'The Intern' is a smooth genuine comedic-drama entertainment, unmistakably a piece of the plush composition of writer-director **Nancy Meyers**.

Released by Warner Bros. Pictures on September 25, 2015, in India, this film takes a nuanced approach to the quality of work life of a new generation of professionals.

"Love and work, work and love, that's all there is," intones 70-year-old widower Ben Whittaker (De Niro), quoting Freud in the film's opening voiceover, hinting at the need for purpose and futility felt by the geriatric population in continuing to contribute post what society deems as retirement age. **This film depicts hope.**

THE LAST LECTURE- ACHIEVING YOUR CHILDHOOD DREAMS



“

*Lecture by
Randy Pausch*

A computer science professor at Carnegie Mellon delivered the last lecture of his life on December 21st, 2011. The lecture contained snippets of stories and experiences from his own life, providing morale and inspiration. Throughout the lecture, **Randy's** creative prowess was evident with the use of comical props to emphasize points. He imparted a structured approach to realizing dreams by "having specific dreams" and brick walls, by which he meant "the brick walls are there for a reason. The brick walls are there to stop the people who don't want it badly enough."

"What wisdom would we impart to the world if we knew it was our last chance? If we had to vanish tomorrow, what would we want as our legacy?" Randy successfully answers this question via this remarkable piece of narration; he has fulfilled his purpose of leaving his legacy to the world.



"GETTING PAST THE MENTAL DRY DUCT"

SULLY: MIRACLE ON THE HUDSONS



*Written by
Todd Komarnicki.*

Clint Eastwood's 'Sully' is an American biographical drama film about Sullenberger's January 2009 emergency landing of US Airways Flight 1549 on the Hudson River, in which all 155 passengers and crew survived—most suffering only minor injuries—and the subsequent publicity and investigation.

The film has a runtime of 96 minutes and stars two-time Oscar winner Tom Hanks as the quiet, understated pilot. The movie has been adapted in Bollywood as 'Runway 34', directed and produced by Ajay Devgn, and the story has inspired media across platforms.

Sully shows something rarely seen in movies these days: the simple heroism of ordinary people, like the ferry boat crew members who rescue the passengers from the plane. Sully acts as a vigorous and involving salute to professionalism and being good at your job, inspiring the same in its viewers.



LET GO OF FEAR. DISCOVER YOUR TRUE SENSE OF PURPOSE.
LIVE THE LIFE YOU'VE ONLY IMAGINED!

DAVID McNALLY EVEN EAGLES NEED A PUSH

FROM THE
BESTSELLING
AUTHOR OF
THE
EAGLE'S SECRET

"This is a self-help book that helps!
It works! Four stars."
—Larry King

LEARNING
TO SOAR IN A
CHANGING WORLD

Even Eagles Need A Push

Film by David McNally

McNally's video aimed at encouraging viewers to discover their strengths and live their dreams. Released on **25th of September 2009**. The duration is roughly **25 minutes**, rooted in positive psychology and a **wellness mindset**, with the agenda of empowering individuals to seek out confidence and control over their own destinies.

The film utilizes a multitude of settings to support the narration and make it more impactful.

"Life is empty when we are not being useful." The film is like an inspiring conversation with a mentor; it gives the audience the push needed to soar high with the eagles.

"INDIA IS A LAND OF PARADOXES"

“DOING TIME DOING VIPASSANA”

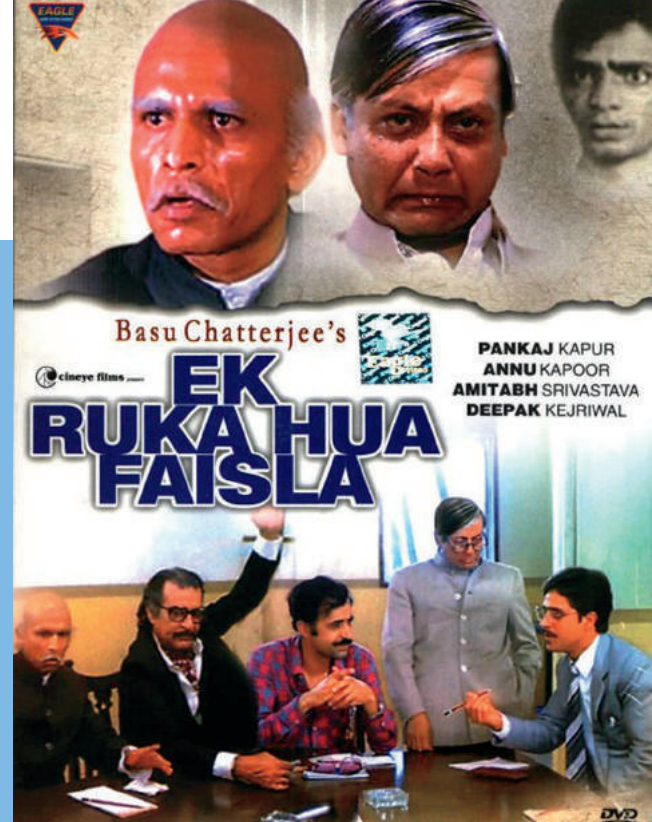


A short documentary film by two Israeli filmmakers, Eilona Ariel and Ayelet Menahemi, tells the story of the ancient meditation technique **Vipassana**, whose central idea is taking charge of one's life and channeling energy towards good. Released in 1977, it stars Kiran Bedi, the Inspector General of Prisons in New Delhi, who strove to transform the notorious Tihar Prison and turn it into an oasis of peace.

In its **57-minute duration**, the documentary takes an artistic approach to sending a clear message: that of humane treatment of prisoners, enabling productivity, and true rehabilitation.

"Where else but India can you find a prisoner weeping childlike in the arms of his jailor". The following script goes on to answer just that.

The present-day documentary style is maintained as individuals of varying ethnicities are interviewed about the reforms taking place. The cast is depicted well, and their personalities shine through.



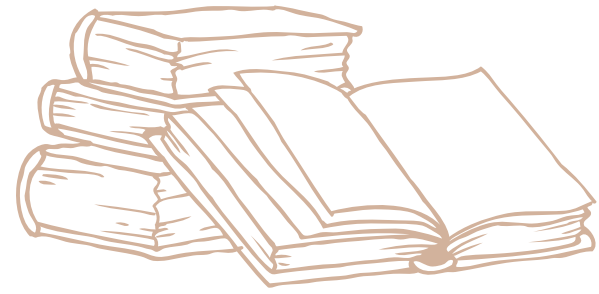
Ek Ruka Hua Faisla

Almost a scene-by-scene adaptation of the Hollywood classic 'Twelve Angry Men' (1957), director **Basu Chatterjee's** film is a wonderful attempt at creating an intense drama within the four corners of a dingy room where twelve jurors argue over the ruling of a murder case.

Released in **1986**, this Bollywood drama extends for **1 hour and 57 minutes**. The screenplay is such that there is a sense of fervour that increases with time and is finally released when the decision is made. Conflict management was seen when other members disengaged Annu Kapoor's character from Subbiraj.

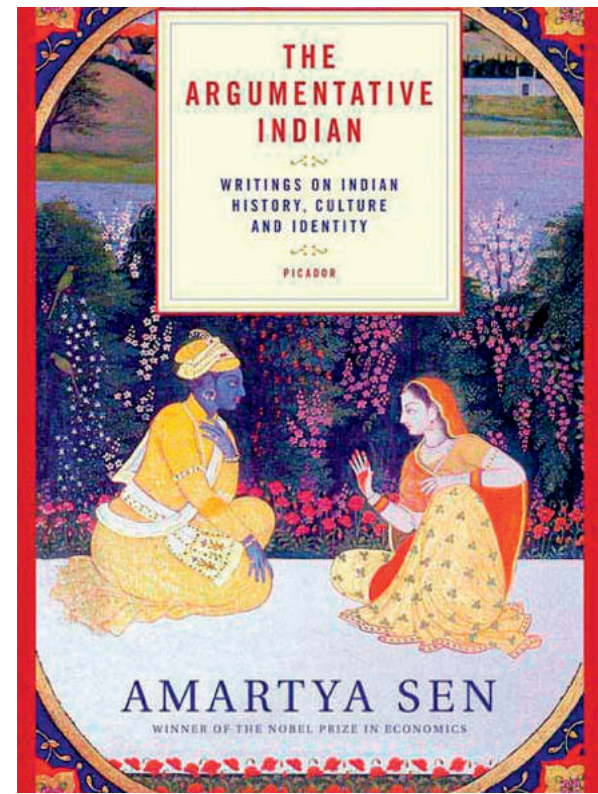
The film allows one to form their own opinions of the case and act almost as a participant in it, weighing the evidence. The idea sent forth is that people from varying backgrounds can come together to make a good decision about a fellow human.

Book Reviews



THE ARGUMENTATIVE INDIAN

The Argumentative Indian by Amartya Sen is a collection of essays that explore India's intellectual history, culture, and tradition of public debate. The book is a fascinating read, and it provides a unique perspective on India's intellectual heritage. Sen's main argument in the book is that India has a long tradition of public debate and argumentation, which has played a crucial role in shaping the country's intellectual history. He argues that this tradition of argumentation has been instrumental in creating a diverse and inclusive society, which has been able to accommodate a range of different opinions and beliefs.

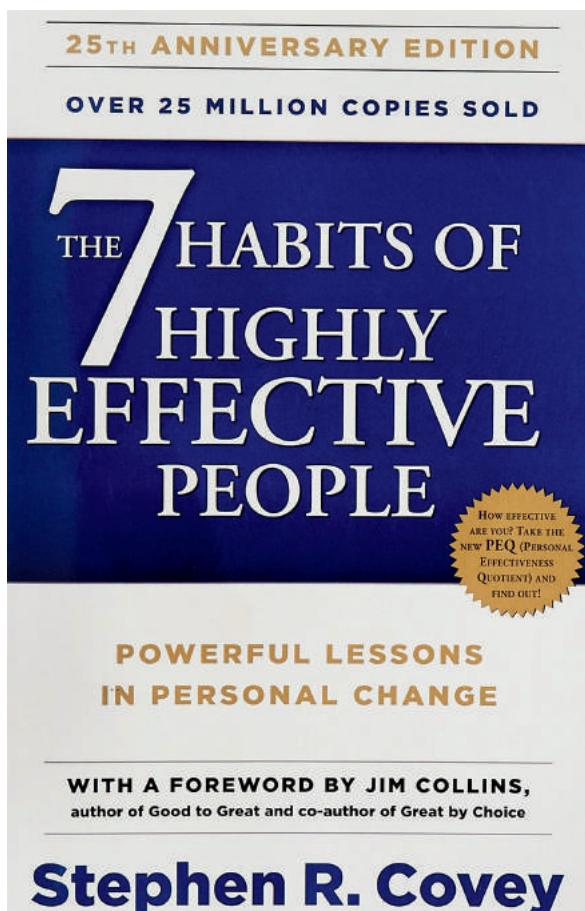


7 HABITS OF HIGHLY EFFECTIVE PEOPLE

“The Seven Habits of Highly Effective People” is a self-help book written by Stephen Covey. The book is divided into 7 sections, each of which describes a habit that highly effective people have in common. Covey argues that by adopting these 7 habits, anyone can become more effective in both their personal and professional lives.

The seven habits are:

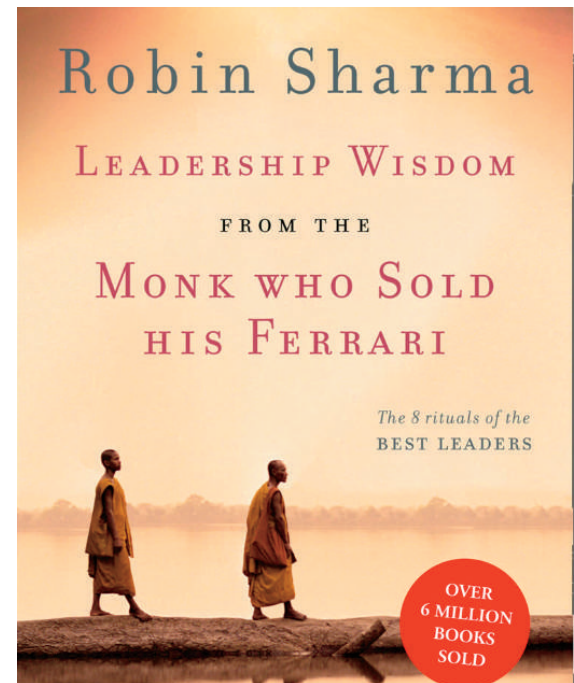
1. Be proactive
2. Begin with the end in mind
3. Put first things first
4. Think win-win
5. Seek first to understand, then to be understood
6. Synergize
7. Sharpen the saw



LEADERSHIP WISDOM FROM THE MONK WHO SOLD HIS FERRARI

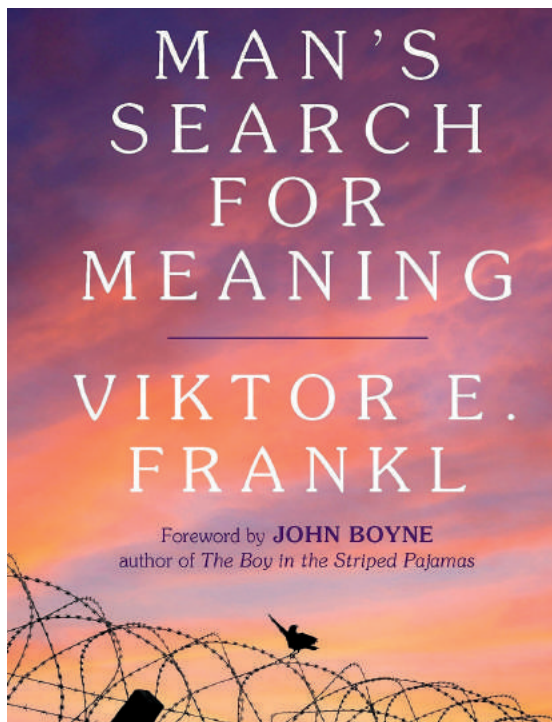
This book is written by the renowned author, Robin Sharma. It covers eight crucial skills for corporate leaders.

1. Link Paycheck to Purpose
2. Manage by Mind; Lead by Heart
3. The Ritual: Reward Routinely, Recognize Relentlessly
4. Give in to change
5. Focus on the worthy
6. Leader lead thyself
7. See what all see, think what none think
8. Link leadership to legacy



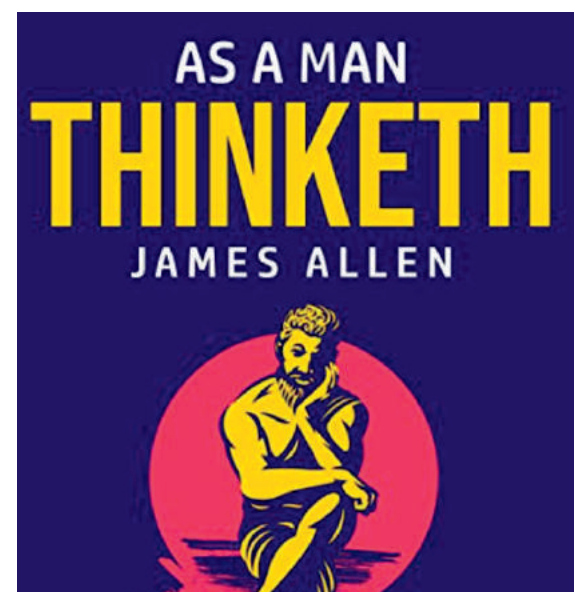
MAN'S SEARCH FOR MEANING

"Man's Search for Meaning" is a powerful and thought-provoking book by Viktor Frankl that chronicles his experiences as a prisoner in Nazi concentration camps during World War II. The book is divided into two parts: In the first part of the book, Frankl describes the brutality and inhumanity of life in the concentration camps. Despite the horrific conditions, Frankl observes that some prisoners were able to maintain their humanity and find meaning in their suffering, while others succumbed to despair and died. In the second part of the book, Frankl explores his theory of logotherapy, which is based on the belief that the primary motivation in human life is the search for meaning and purpose.



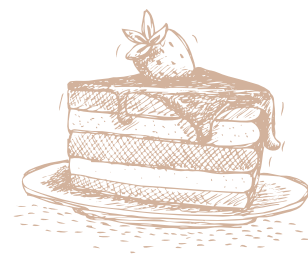
AS A MAN THINKETH

The central theme of the book is that our thoughts shape our reality. Allen argues that our thoughts are like seeds that we plant in our minds, and over time, they grow and shape our lives. He emphasizes the importance of cultivating positive thoughts and beliefs, as they can lead to a life of happiness and fulfillment. One of the strengths of the book is its simplicity. Allen's writing is clear and concise, and he uses straightforward language to convey his ideas. The book is also very practical, with each chapter offering specific advice and guidance on how to cultivate positive thoughts and beliefs.





Events & Celebrations



Birthday Celebrations

The birthdays of the students and teachers were celebrated with celebratory cakes and other food. The students with their birthdays in the same month collectively cut the cake while they were sung happy birthday songs. The celebrations helped build cohesiveness in the class and were something that each student looked forward to greatly.



Navratri

During the days of Navratri, the students engaged in dressing up in a particular colour for each day of the week. Overall, it was a very enjoyable affair and the whole class participated in it, furthermore, since it was done during the internal evaluation exams, participating in the activity helped ease out some of the tension and pressure of the papers.



Following this, for the celebration of Navratri, there was also an organization of a session of garba and other dances in the premises of the department. The students got to dress up in their garba attires and dance their hearts out.





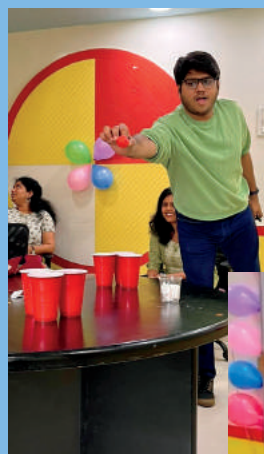
Potluck Party

A potluck entails a gathering of people in which each guest or group contributes a different, often homemade, dish or food to be shared. The potluck conducted by students followed a similar premise, each and every student brought with them one selected dish of their choice. The students organized all of their food on a table so that it could be shared and was accessible to each and all. The food spread consisted of several different varieties of food from rice, pasta, starters, deserts, etc. After the potluck, there were also other games and fun activities planned for the students.



Children's Day Celebration

A celebration of the children's day was done by arranging a get-together of the students in the department, where each was asked to dress up in particular colour, each student then brought food items of the same colours as their attire. There was also cake and other snacks provided by the faculty. The event included several fun activities for the students, one such activity, in particular, included the students to try and guess the person depending on their childhood picture.



Student Profiles

About: Inventive, Adaptable, Passionate

Dissertation Topic: To be or not to be; Why we don't Engage in Sustainable Behavior.

Sem 3 Electives: Applied Advanced Psychometrics: Family & Couples Therapy.

Sem 4 Electives: Neuropsychology for Health Management; Change Management.

Past Experience: Spoken English Instructor at Kid Apptivity Technologies, Operations & Logistics Executive at Arrivae-Singularity Furniture Private Limited.

Learnings from this Course: It taught me the beauty of learning through experience & acknowledging the 'human element' in an increasingly strategy oriented world. I developed clear goals & a sense of purpose in life.

Favorite part about the Industrial Psychology Specialization: The eclectic teaching methods & the vast possibilities that the field provides to enterprising young minds in contributing to society.



Aamna Khan

aamnasharjeelkhan@gmail.com



Gauri Karande

gaurik0311@gmail.com

About: Resilient, Progressive, Sincere.

Dissertation Topic: Coping with post covid organisational change and psychological well being in the hybrid workplace.

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: HR Intern at Hivyu Prive, HR Intern at Edumarz

Learnings from this Course: It was a positive learning experience for me, as the I/O course increased my knowledge & skill sets & made me more confident & competent to work in the corporate world. It helped me be more self aware, genuine and time efficient , as I transitioned from an amature student to a capable I/O psychologist.

Favorite part about the Industrial Psychology Specialization: Apart from the experiential learning, the field visits, the guest lectures by our notable alumni & the classroom discussions during the Organisation Development lecture, are a few things that I would cherish, even after I graduate.



Heena Kangane

kanganeyheena11@gmail.com

About: Ambitious, optimistic and sympathetic

Dissertation Topic: Effects of Anime

Sem 3 Electives: Advanced Skills of Counselling & Psychotherapy; HR Management

Sem 4 Electives: Neuropsychology for Health Management, Change Management

Past Experience: Teaching Dance and worked in real estate

Learnings from this Course: It changed me both as a human being and as a professional individual, got a lot of General knowledge, a lot of scope in industrial psychology, field visits gave exposure to a lot of companies and how they work.

Favorite part about the Industrial Psychology Specialization: Field visits and workshops conducted. Taught us Team work is important. Teachers were very understanding and supportive. There are vast opportunities in the field of industrial psychology.

About: Driven, Communicative and Reliable

Dissertation Topic: Employer attractiveness through the lens of potential employees

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Assisted in developing a feedback tool for the Internal Quality Assurance cell of Elphinstone College in FYBA, Made a short film on seasonal affective disorder in SYBA.

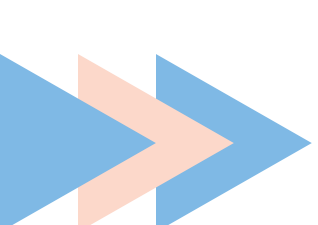
Learnings from this Course: This course has equipped me with excellent research and analytical skills. With the practical exposure I've had throughout the course, I'm now well-equipped to apply the theoretical knowledge in my practice in any organization I work. Plus, it has also helped me gain skills like problem-solving, communication, and leadership skills.

Favorite part about the Industrial Psychology Specialization: Structured activities we participated in and the Field visits.



Janhavi Uday Mogal

janhavi.mogal@gmail.com



About: Honest, Adjusting, Easy going

Dissertation Topic: Examining the relationship between Content creation and creativity among young adults.

Past Experience: Interned in Young Psychologist Program by Insight Bangalore

Sem 3 Electives: Family & Couples Therapy; CBT & REBT

Sem 4 Electives: Neuropsychology for Health Management; Behaviour Economics

Learnings from this Course: I learnt how in reality the corporate fields work with the practical exposure that was given be it with respect to field visits, workshops, activities conducted in the class and learnings from the regular classes. I gained confidence with the presentations that were conducted.

Favorite part about the Industrial Psychology Specialization: The workshops & the field visits. These workshops helped think in divergent ways & how to manage on spot changes etc.



Kanak Deoras

kanakdeoras146@gmail.com



Maliha Suratwala

malihakaiser@gmail.com

About: Diligent, Reliable, Adaptable

Dissertation Topic: The Influence of Personality and Job Burnout on Workplace Engagement

Sem 3 Electives: Family & Couples Therapy; CBT & REBT

Sem 4 Electives: Communication & Social Skills; Peace Psychology

Past Experience: Member of Rotary Club, Intern at Children's Institute of Development and Advancement

Learnings from this Course: I/O psychology has helped me learn a great deal about working in groups, time management among many other things. It has helped me grow as a person as I'm more confident and ready to take on any challenge.

Favorite part about the Industrial Psychology Specialization: My favorite part about this course was the various group activities conducted which helped us build lasting friendships as well as the field visit which gave us a lot of exposure and was helpful in applying our knowledge to the real world scenarios.



Manasi Jhunjunwala

manasi.jhunjunwala1105@gmail.com

About: Multitasker, Organised, Curious

Dissertation Topic: The Well-Being of Commuting Mumbaikars

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Learning & Development Intern at Indian Oil Corp, Content Assessment Intern at Wattpad

Learnings from this Course: Learning by doing is the best way to learn. This course taught me how to deal not only with large groups but also with difficult situations where we need to take charge. It made me more confident to express myself, and to explore the world around me.

Favorite part about the Industrial Psychology Specialization: It had hands-on learning, diverse field visits, a rich variety of practicals conducted, and methods learnt. It was a perfect blend of developing theoretically based research skills, as well as honing various practical and soft skills.

About: Proactive, Enthusiastic, Adaptable

Dissertation Topic: Relationship between Leadership style and Work Engagement

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: HR intern at 9 Figures Club Pvt Ltd, HR intern at Homeflic WeGrow

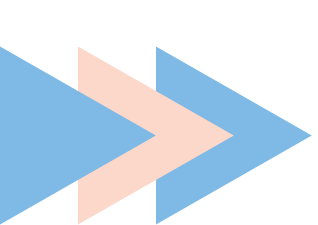
Learnings from this Course: I have gained a thorough understanding of identifying & utilizing human potential for organizational benefit. The emphasis on research & data has made me a detail & action oriented individual.

Favorite part about the Industrial Psychology Specialization: Visiting various organizations, interacting with their HR teams, understanding how they function & the problems that they face helped me gain a deeper understanding of how everything works.



Mrunal Milind Tulaskar

mrunalatulaskar495@gmail.com



About: Strategic, Flexible, Motivational.

Dissertation Topic: Relation of Organizational Climate and Work-Related Flow State.

Sem 3 Electives: Consumer Psychology; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Member of Society for Human Resource Management, HR Generalist course from SkillDeck.

Learnings from this Course: The most important factor which this course contributed in my growth was the consistent mentoring from the faculty on the area of my interest. Being a practical course we got to learn how we can apply all the theories and models in a practical setting with the help of field visits to different organisations.

Favorite part about the Industrial Psychology Specialization: Field visits , presentations



Nikhil Ambadaskar

nikkhilaambadaskar@gmail.com



Nimisha Parekh

nimishasparkh@gmail.com

About: Resourceful, Energetic, Adaptable

Dissertation Topic: Work Engagement and Work-life balance in working mothers

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Dance teacher, creative assistant at House of dance studio

Learnings from this Course: This course highly emphasized on experiential learning through not only it's practical curriculum but also by incorporating interactive learning techniques. We successfully grasped the practical implications of major theoretical concepts while focusing on teamwork and adaptability.

Favorite part about the Industrial Psychology Specialization: The teachers and practical aspects of the course (presentations, field visits) were highly engaging.



Ritu Shivalkar

ritushivalkar12@gmail.com

About: Creative, Determined, Analytical

Dissertation Topic: Antecedents of Job Engagement in Females in Education and IT Sectors

Sem 3 Electives: Consumer Psychology; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: HR intern at goGlocal, Intern at Rudderly

Learnings from this Course: The vital role psychology plays in organizational processes & how it can be used to bring about change & help an organization & its employees grow to their full potential. The activities, presentations & the valuable practical exposure helped me hone & enhance my repertoire of diverse skills.

Favorite part about the Industrial Psychology Specialization: The practical component and activities helped me gain a deeper understanding of my peers. Additionally, the faculty members & their teaching approach was instrumental to our good experience.

About: Enthusiastic, Fun-loving & Multi-talented

Dissertation Topic: Behavioral Economics - What is the Impact of Emotions on Economic Decision-making?

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Performed a Hindi Commercial Play named 'Kahaani Aur Kirdaar' and Choreographed an Act for Annual Day Function at a school.

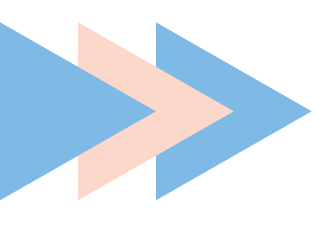
Learnings from this Course: I learnt the deeper aspects of psychology that I didn't know before. And also, various career options that I didn't know before (for eg, masters in aviation psychology).

Favorite part about the Industrial Psychology Specialization: Field Visits, Satish Sir & Arpita Ma'am.



Rutuja Gaikwad

rutujaag.2000@gmail.com



About: Adaptable, Hardworking, Patient

Dissertation Topic: Relationship between workplace spirituality and turnover intentions in IT & ITES industry

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Learnings from this Course: Thanks to the field visits, I learned about the numerous fields in which an I/O psychologist can practice. The I/O class was incredibly enjoyable and educational, and I also learnt a lot from the structured activities. My confidence has also been increased as a result of the workshops, and activities that I participated in.

Favorite part about the Industrial Psychology Specialization: The most favorite part was the practical components of this course. All the structured experiences, field visits and other activities made this experience more enjoyable and worth remembering.



Sakshi Sawant

sakshisawant1518@gmail.com



Surbhi Gupta

surbhi.ang@gmail.com

About: Driven, Empathetic, Reliable

Dissertation Topic: Factors Influencing Generation Z employees' Intention to Stay in an Organisation

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Talent Acquisition Intern at ImpactGuru, Recruitment Team Lead at SkillSanta

Learnings from this Course: An employee should have the ability to work as well as the desire to work. This course helped me understand, modify and leverage the latter to contribute effectively to employees' and organisations' growth.

Favorite part about the Industrial Psychology Specialization: Field Visits. As most of the organizers specialized in I/O Psychology, it was fascinating to learn how the learnings were still relevant & impactful while overcoming the challenges they faced at their workplace.



Vanshika Parwani

vanshikaparwani@gmail.com

About: Enthusiastic, curious, adaptable

Dissertation Topic: Intergenerational motives for listening to Music

Sem 3 Electives: Family & Couples Therapy; CBT & REBT

Sem 4 Electives: Neuropsychology for Health Management; Behavioural Economics

Past Experience: Psychology Intern at Fortis Healthcare, Intern at PDMDS.

Learnings from this Course: I have a very realistic understanding and exposure not just to the subject matter but also to my field, through the Department of I/O psychology. The course structure is filled with a lot of challenges and which helped me grow as an individual.

Favourite part about the Industrial Psychology Specialization:

Workshops and field visits were so much fun that learning simply came as an effortless byproduct of such interactions, which was my favourite part about the Specialisation.

About: Curious, easy going, versatile

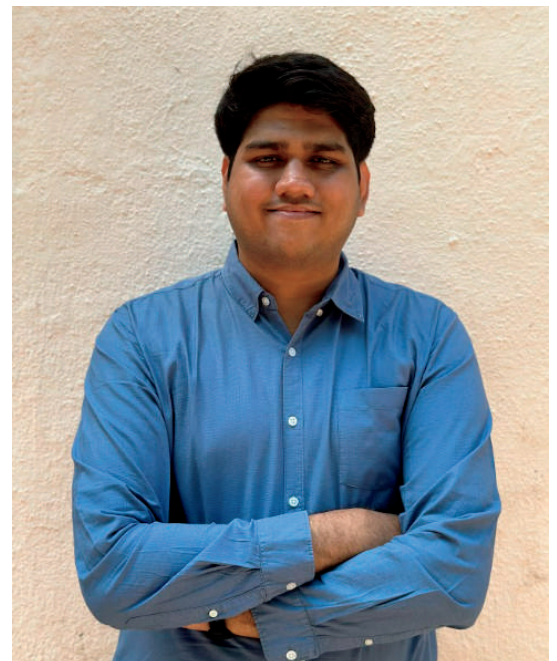
Dissertation Topic: Examining the relationship between personality and job satisfaction among Indian BPO employees.

Sem 3 Electives: Training & Development; HR Management

Sem 4 Electives: Communication & Social Skills; Change Management

Learnings from this Course: The I/O course has immensely improved my understanding about the different aspects of organisations. It has additionally aided in gaining learnings through practical means along with theoretical know how which is sure to prepare me for future in this field.

Favorite part about the Industrial Psychology Specialization: It has to be the workshop conductions, as the activity had to be meticulously planned from the scratch, it helped me assess the level of preparedness I possess and gave me insight about what could be further improved upon.



Vishal Gohil

vgohil007@gmail.com

About: Sociable, Energetic, Creative

Dissertation Topic: The explorative study of background music on consumer behavior and clubbing experience amongst youth.

Sem 3 Electives: Family & Couples Therapy; CBT & REBT

Sem 4 Electives: Neuropsychology for Health Management; Behavioural Economics

Past Experience: Content intern & junior HR manager at Never Grow Up & Good Wave Foundation, Content writer at Hindustan Times.

Learnings from this Course: As a student of Industrial Psychology, I've gained a thorough understanding of the ways in which individuals interact in the workplace & how organizations can optimize their performance. I believe that this knowledge will be valuable in my future career.

Favorite part about the Industrial Psychology Specialization: The interactive seminars, workshops and field visits to show us the practical application of the course.



Vrinda Chaturvedi

chaturvediv911@gmail.com



Yashvi Jain

jyashvi2001@gmail.com

About: Assertive, Friendly, thoughtful

Dissertation Topic: Perception of sexual harassment

Sem 3 Electives: Family & Couples Therapy; CBT & REBT

Sem 4 Electives: Communication & Social Skills; Change Management

Past Experience: Working at an NGO: teaching kids, Content creator, Intern at Fortis Healthcare and Akanksha Foundation and a Choreographer.

Learnings from this Course: How to practically apply theoretical knowledge with the help of various activities. It taught me to have Self Confidence and how the real world actually works. A sense of setting skills like leadership skills, time management.

Favorite part about the Industrial Psychology Specialization: We got a gist of how different companies use industrial psychology in their daily life and how we are now able to club both theories and practical knowledge.

CREDITS

This brochure is a culmination of the hard work of:

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*Signing off,
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