

AC –20/05/2025
Item No. –5.50 (N) Sem-IV 6(j)

As Per NEP 2020

University of Mumbai



Syllabus for Open Electives (OE)

Board of Studies in Psychology	
UG Second Year Programme (Psychology)	
Semester	IV
Title of Paper	Credits 4
I) Psychology of Professional Relationships	
From the Academic Year	2025-26

Sr. No.	Heading	Particulars
1	Description the course:	The course contains various components of Psychology of Professional Relationships in Organizations, for the students who are opting the Open Elective (OE) For Four Credits at Semester IV . The topics covered in the course include concepts related to Groups Formation, Team Building, Organizational Power and Political Behavior, and Conflicts and Negotiation processes existing in organizations.
2	Vertical:	Major/Minor/Open Elective /Skill Enhancement / Ability Enhancement/Indian Knowledge System (Choose By ✓)
3	Type:	Theory
4	Credit:	4 credits (1 credit = 15 Hours for Theory or 30 Hours of Practical work in a semester)
5	Hours Allotted:	60 Hours
6	Marks Allotted:	100 Marks
7	Course Objectives: (List some of the course objectives) 1) To learn about the reasons behind Group Formation, factors relevant to Group Development, Group Properties and Group Decision Making. 2) To learn about the differences between Work Group and Work Team, to describe different Types of Teams, factors that lead to creating effective teams, and how individuals can be turned into Team Players. 3) In context of Organizations learn about Power and Bases of Power, existence of Sexual Harassment, Organizational Politics, and Political Behavior 4) To understand about the Viewpoints of Conflict, Types of Conflicts, the Conflict process, Bargaining Tactics, and the Negotiation Process.	
8	Course Outcomes: (List some of the course outcomes) On completion of the course the student should be able to: 1) Describe the reasons behind Group Formation, factors relevant to Group Development, Group Properties and Group Decision Making. 2) Explain the way Work Group and Work Team differ, which are the different Types of Teams, factors that lead to creating effective teams and how individuals can be turned into Team Players. 3) State and explain the definition of Power and the Bases of Power in organizations, why Sexual Harassment occurs in organizations, summarize the reality of Organizational Politics, and Causes and Consequences of Organizational Political Behavior. 4) Discuss and summarize the viewpoints related to Conflict, Types of Conflicts, the Conflict process, Bargaining Tactics, and the Negotiation Process.	

9	Modules:- Per credit One module
	Module 1: Foundations of Group Behaviour -
	a) Why do people form Groups? b) The Five-Stage Model of Group Development c) Group Properties: i) Roles ii) Norms iii) Size d) Group Decision Making: i) Group versus The Individual ii) Groupthink and Groupshift iii) Group Decision-Making Techniques
	Module 2: Understanding Work Teams
	a) Differences between Work Groups and Work Teams- b) Types of Teams: i) Problem-Solving Teams ii) Self-Managed Work Teams iii) Cross-Functional Teams iv) Virtual Teams c) Creating Effective Teams: i) Context ii) Team Composition iii) Team Processes c) Turning Individuals into Team Players: i) Selecting ii) Training iii) Rewarding
	Module 3: Power and Politics
	a) Definition of Power and Bases of Power: i) Formal Power ii) Personal Power b) Sexual Harassment: Unequal Power in the Workplace c) Definition and Reality of Organizational Politics d) Causes and Consequences of Political Behavior: i) Factors contributing to Political Behavior ii) How do people respond to Organizational Politics? iii) Impression Management

Module 4: Conflict and Negotiation

- a) Definition of Conflict and Viewpoints of Conflict
- b) Types of Conflicts:
 - i) Task Conflict
 - ii) Relationship Conflict
 - iv) Process Conflict
- c) The Conflict process
- d) Negotiation:
 - i) Bargaining Strategies
 - ii) The Negotiation Process

10 Text Books:

1. Robbins, S.P., Judge, T. A., & Vohra, N. (2017). Organizational Behavior (16th ed.). Pearson India Education Services Pvt. Ltd.

11 Reference Books:

1. Dash, C. (2013). Organizational Behavior. New Delhi: International Book House
2. Greenberg, J. (2013). Behaviour in Organizations (10th ed.). PHI Learning Private Limited
3. Luthans, F. (2013). Organizational Behaviour: An evidence-based approach. Tata McGraw Hill
4. Sharma, S. (2013). Organizational Behaviour. New Delhi: Tata McGraw Hill
5. Singh, K. (2012). Organizational Behaviour: Text and Cases. New Delhi: Pearson Education

12 Internal Continuous Assessment: 40%**External, Semester End Examination: 60%****Individual Passing in Internal and External Examination : 40%****13 Continuous Evaluation through:**

Quizzes, Class Tests, presentation, project, role play, creative writing, assignment etc.(at least 3)

**14 Format of Question Paper: for the final examination
As per the University guidelines for the scheme.**

Sd/-
**Sign of the BOS
Chairman
Dr. Vivek Belhekar
Board of Studies in
Psychology**

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**Sign of the Offg.
Associate Dean
Dr. Suchitra Naik
Faculty of
Humanities**

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Associate Dean
Dr. Manisha Karne
Faculty of
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