

Course Type	Course Code	Name of the Course	L	T	P	Credit
DE	NMSD512	Managerial Psychology	3	0	0	3

Course Objectives

The course will demonstrate how to utilize psychological principles on a daily basis to enhance productivity in an organization. Important psychological theories and concepts that aids in understanding the aspects that shape human behavior will be undertaken. Contemporary theories of cognition (meta- cognition and embodied cognition) shall be introduced and their applications in organizational setup will be discussed. Students will be introduced to cutting edge research in organizational psychology using eye tracking and its wide range of application in organizations would also be discussed.

Learning Objectives

- Apply knowledge of human behavior to issues that arises in the management of organizations.
- Better equipped to understand one's own behavior and also the behavior of others working at the organization.
- Learn about different tools and techniques that can be useful in increasing productivity in organizations

Unit	Topics to be covered	Lecture hours	Learning outcomes
1	Introduction to Managerial Psychology; Personality Development: Introduction to personality development, Freud's theory of personality development, Erick Erickson's theory of personality development, MBTI, contemporary theories of personality (Big Five, Machiavellianism, Narcissism, etc.)	8	<ul style="list-style-type: none"> • Learn about the importance of studying human behavior in management. • Key understanding of personality and related aspects • Learn insights for developing one's personality
2	Moral Development: Introduction to moral development in humans, Kohlberg's theory of moral development, moral relativism, ethical dilemmas, moral reasoning, and emergence of authentic leadership	6	<ul style="list-style-type: none"> • Learn about the course of moral development. • Have better understanding of ethical dilemmas. • Learn about authentic leaders and their contribution
3	Emotions: What are emotions and moods? Sources of emotions and moods, self-conscious emotions (pride, hubris, guilt, shame, jealousy, and embarrassment), frustration, aggression, conflict, and emotional labor	4	<ul style="list-style-type: none"> • Be aware of the different kinds of emotions. • Learn about the importance of acknowledging and managing the various emotions in the organizations.
4	Demonstration of some classical psychological experiments- Stanford Prison Experiment, Milgram experiment, the Pygmalion effect, the invisible gorilla, the piano staircase, etc.). Discuss their implications for managers.	6	<ul style="list-style-type: none"> • Learn about human nature • Learn to apply those principles in real life organizational settings
5	Contemporary theories of Cognition: Introduction to metacognition and its implications for managers, introduction to embodied cognition and its application in organizations.	6	<ul style="list-style-type: none"> • Learn to apply metacognitive skills. • Learn about the importance of embodied cognition and its use in organizations.

6	Decision making in organizations: Rational decision making, going beyond rational decision making-the power of intuitive decision making, decision making competence, heuristics and biases in decision making, nudging techniques in decision making	6	<ul style="list-style-type: none"> • Learn about different styles of decision making undertaken by managers. • Identify the potential biases in decision making. • Learn about the importance of nudging
7	Eye Tracking-Introduction to eye tracking, different measures, usage and application that can help managers achieve competitive advantage	6	<ul style="list-style-type: none"> • To know about cutting-edge technological advancements in organizational behavior research • Learn varied application of eye tracking in organizations
	Total	42	

Textbooks:

1. Leavitt, H.L & Bahrami, H. (1988). *Managerial Psychology: Managing Behavior in Organizations*. The University of Chicago Press, Ltd., London.
2. Horsley, M., Eliot, M., Knight, B. A., & Reilly, R. (Eds.). (2014). *Current trends in eye tracking research*. Springer Science & Business Media.

Reference Book:

1. Landy, F. J., & Conte, J. M. (2019). *Work in the 21st century: An introduction to industrial and organizational psychology*. John Wiley & Sons.