



Workplace Psychology – Syllabus

MODULE 1: Foundations of Workplace Psychology

Class 1: Introduction to Workplace Psychology

- Definition, scope, and evolution
- Difference between workplace psychology, industrial psychology, and organizational behavior
- Importance in modern work culture

Class 2: Theories of Motivation at Work

- Maslow's hierarchy, Herzberg's two-factor theory, McClelland's theory of needs
- Self-determination theory & intrinsic vs extrinsic motivation
- Application in workplace settings

Class 3: Personality and Individual Differences at Work

- Big Five model, MBTI, and other assessments
- Emotional intelligence and its role in performance
- Personality-job fit models

Class 4: Work Attitudes and Job Satisfaction

- Organizational commitment, engagement, burnout
- Measurement tools & predictors
- Impact on productivity and retention

MODULE 2: Behavior, Performance & Leadership

Class 5: Performance, Productivity & Goal Setting

- SMART goals, OKRs, and feedback systems
- Flow at work (Csikszentmihalyi)
- Managing underperformance



Class 6: Workplace Stress & Coping Mechanisms

- Stress models (Lazarus, Job Demands-Resources model)
- Occupational health psychology
- Burnout prevention

Class 7: Leadership Theories and Styles

- Trait, behavioral, situational, and transformational leadership
- Power & influence in organizations
- Gender and cultural perspectives in leadership

Class 8: Decision-Making and Problem-Solving at Work

- Cognitive biases, heuristics
 - Group decision-making, brainstorming vs. groupthink
 - Case studies
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MODULE 3: Workplace Dynamics & Communication

Class 9: Communication in Organizations

- Formal vs informal communication
- Nonverbal cues, workplace gossip, digital communication challenges
- Active listening & feedback

Class 10: Teams and Group Dynamics

- Stages of group development (Tuckman model)
- Social loafing, cohesion, team effectiveness
- Cross-cultural teams

Class 11: Conflict & Negotiation

- Sources of workplace conflict
- Conflict resolution styles
- Negotiation and mediation strategies

Class 12: Power, Politics, and Ethics at Work

- Workplace politics: positive & negative



- Ethical dilemmas
 - Whistleblowing and psychological safety
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MODULE 4: Organizational Structures & Culture

Class 13: Organizational Structure & Work Design

- Bureaucratic vs flat structures
- Job design (Hackman & Oldham model)
- Hybrid & remote work

Class 14: Organizational Culture & Climate

- Schein's levels of culture
- Measuring climate and culture
- Subcultures, change, and adaptability

Class 15: Diversity, Equity & Inclusion in the Workplace

- Social identity theory
 - Bias, stereotypes, and prejudice
 - Inclusive leadership and belonging
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MODULE 5: Applied Workplace Psychology

Class 16: Recruitment, Selection & Training

- Psychometric testing & assessment centers
- Competency-based interviews
- Training and development strategies

Class 17: Performance Appraisal & Feedback

- Appraisal systems (360-degree, BARS, MBO)
- Common errors (halo, recency, bias)
- Effective feedback practices

Class 18: Workplace Well-being & Work-Life Balance



- Psychological contracts
- Employee assistance programs
- Mindfulness, resilience, and positive psychology at work

Class 19: Workplace Bullying, Harassment & Toxicity

- Identifying toxic behaviors
- Psychological consequences for employees
- Preventive policies and interventions

Class 20: Technology, AI & the Future of Work

- Impact of automation & AI on jobs
- Remote work psychology
- Digital burnout and boundary management

Class 21: Integration & Case Studies

- Real-world case studies across industries
- Designing interventions for workplace challenges
- Reflective practice & future trends