



Organisational Psychology – Syllabus (Your Counselling Dost)

MODULE 1: Foundations and Basics

Class 1: Introduction to Organisational Psychology

- Definition, scope, and evolution
- Difference between industrial psychology & 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
- Managing underperformance

Class 6: Occupational 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

- Cognitive biases, heuristics
- Group decision-making, brainstorming vs. groupthink
- Case studies

MODULE 3: Organisational 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 conflict



- Conflict resolution styles
- Negotiation and mediation strategies (Roleplay)

Class 12: Power, Politics, and Ethics at Work

- Workplace politics: positive & negative
- Ethical dilemmas
- Whistleblowing and psychological safety

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

MODULE 5: Applied Organisational 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: Organisational Well-being & Work-Life Balance

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

Class 19: Organisational 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

Additional Perks With Course



LIMITED-TIME BONUS #1: Personality Assessment Kit

A complete toolkit of assessments used by HR & organisational psychologists:

- DISC Evaluation Template
- Work Values Finder
- Motivation Style Test
- Team Compatibility Grid

Perfect for practice, client work & resume building.



🎁 BONUS #2: Case Study Bank — 10 Real Workplace Scenarios

Learn to solve REAL problems:

- Burnout in a fast-paced corporate team
- Performance appraisal bias
- Communication breakdowns
- Conflicts between employees & management
- Toxic leadership & gaslighting at work

These case studies are gold for interviews & internships.

🎁 BONUS #3: Work-Life Balance & Burnout Recovery Worksheets

Therapist-designed worksheets you can use professionally:

- Daily Stress Tracker
- Burnout Level Scale
- Boundary-Setting Workbook
- Weekly Productivity Planner

🎁 BONUS #4: LinkedIn & Resume Optimization Guide for Psychology

Stand out in corporate hiring:

- Psychology-specific resume templates
- How to showcase soft skills
- How to write job-specific achievement lines
- LinkedIn profile rewriting tips

A direct career benefit = higher conversions.



BONUS #5: 1 Live Career Guidance Session with Trainer

Exclusive access to:

- Career Q&A
- Industry insights
- Doubt solving
- Mini supervision session

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