Elective 5

Programme Name: M.Com (Business Management)

Course Name: Stress Management and Human Psychology

Total Credits : 04 Total Marks: 100 University Assessment: 50 College Assessment: 50

Prerequisite:

Learning Objectives

A) To enable the learners to value life skills by managing their stress for good quality of life

B) The course would enable the students to understand the growing need of stress management

C) To acquaint the learners with introspecting the physical and mental challenges and find coping strategies to come out of stress

Course Outcomes

C1. Understand the basic concepts of stress, stress management strategies and application of human psychology

C2. To acquaint learners with coping mechanism of stress and serving stress management remedies as panacea for all stress gaining factors

Module 1

Unit 1 Stress, Psychological Disorders and Stress Management

A. Definition of Stress, Types of Stress, Sources of stress- Individual, Environmental and Organisational factors, Causes of Stress- Individual , Work Stress, Behavioural stress

B. Nature/ Stages of Psychological disorders, Types of Psychological disorders- Anxiety, Depression, Bipolar, Trauma & Stress related disorder, Substance related and addictive Disorder, Schizophrenia, Symptoms of Anxiety Disorders- Physical, Psychological and Behavioural Therapies to cope with Psychological disorders- Pharmacotherapy (drugs) and Psychotherapeutic – Rational Emotive Behaviour, Humanistic therapy, Gestalt therapy, Interpersonal therapy, 3R's- Relax, Reassess, Respond

Unit 2 Mental Health and Quality of work life

A. Mental Health – Definition, Hurdles in receiving treatment in mental illness, Stigma associated with mental illness, First –Aid in mental health ----- Diagnosis, Intervention, Relapse Prevention.

B. Factors contributing to Quality of Work life - safe work environment, equitable pay , job satisfaction, job involvement, job motivation, work role ambiguity, work role conflict, job stress, balance of work and family. Stress Audit- sources, symptoms and susceptibility to stress

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Module 2

Unit 3 Psychology

A. Definition of Psychology, History of Psychology, Definition of Emotions- and types--- Happiness, Optimism, Empathy, Mindfulness, Resilience, Theories of Happiness- Need/Goal Satisfaction Theories, Process Activity Theories, Genetic Personality Theories

B. Empathy – Meaning and types – cognitive, emotional reactivity, social skills, How to Nurture Empathy, Resilience- Meaning, Types of Resilience

Unit 4 Human Psychology

A. Definition of Rationality , Importance of Rationality in Human Psychology, Characteristics of Rational people- Understanding Self Interest and Social Interest, Self Direction, Tolerance, Flexibility, Self Acceptance and Self Responsibility, Emotional Intelligence

B. Meaning of Critical thinking, Applying Psychology to everyday life--- Critical thinking,, Information evaluating strategies for social media news from twitter, instagram, facebook, whatsapp, youtube and its impact on human behaviour

Reference

1. K. Ashwathappa, Organisation Behaviour- Text, Cases & Games, Himalaya Publishing House, 2014 Edition
2. Robbins, Stephen P; 'Essentials of Organizational Behavior'; Prentice–Hall of India Private Limited; New Delhi; 8th Edition or later editions.
3. P. SubbaRao , 'Organisational Behaviour – Text , Cases & games', 2nd Revised Edition 2013, Himalaya Publishing House.
4. Organisational Behaviour by Dr Chandra Sekhar Dash, International Book House Pvt Ltd, New Delhi, 2013
5. Management Concepts and Practices by Suresh Sachdeva& M. L. Mourya, Y K Publishers, Agra 2004
6. Psychology by Saundra K Ciccarelli, J. Noland White, GirishwarMisra, Sixth Edition, Pearson, 2022

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