

PSY 415: Training and Consulting in Organizations

Maximum Marks: 50

Duration: 20 Hours

Course Objectives:

- Understand the relevance of training as a development intervention and learn designing, implementing and evaluating the training program.
- Learn the nature and value of organizational consultancy for organization's decision making and problem solving.

Course Contents:

- **Unit I:** Nature and value of Organizational consultancy, Creating a culture of consulting and coaching, Responsibilities and skills of organizational consultants and trainers, Ethical issues in consulting.
- **Unit II:** Training: Its relevance, learning and motivational principles, The Training Process: Need Assessment, design, delivery and Developing Training Modules and Training evaluation.

Suggested Readings:

- Aamodt, M. G., & Aamodt, M. G. (2010). *Industrial/organizational psychology: An applied approach*. 6th Edition, Belmont, CA: Wadsworth.
- Buckley, R. & Caple, J. (2009). *The theory and practice of training*, 6th Edition, London: Kogan Page
- Hawkins, P. & Smith, N. (2013). *Coaching Mentoring and Organizational Consultancy: Supervision, Skills and Development*, 2nd edition, Berkshire: Tata Mc Graw Hill.
- Hodges J. (2017), *Consultancy, Organizational Development and Change*, Kogan Page

PSY 416: Dissertation (For top 20 per cent students only)

Maximum Marks: 200

Duration: :-