

## **Post Graduate Semester Course Syllabus**

Each of the four semesters will consist of four theory papers and each of the theory papers will consist of five units of 20 marks each. Thus, in total each of the paper will be of 100 marks. The fifth paper of practical/field study/writing research proposal/dissertation will also be of 100 marks.

### **Semester-I**

- Paper I: Cognitive Processes-I**
- Paper II: Motivational and Affective Processes**
- Paper III: Neuro physiological Bases of Behavior**
- Paper IV: Personality & Psychology of Self**
- Paper V: Lab Work**

### **Semester-II**

- Paper I: Cognitive Processes-II**
- Paper II: Advanced Social Psychology**
- Paper III: Perspectives and Paradigms in Psychology**
- Paper IV: Statistics and Experimental Designs**
- Paper V: Field Study**

### **Semester-III**

- Paper I: Environmental Psychology-I**
- Paper II: Life Span Human Development**
- Paper III: Applied Social Psychology**
- Paper IV: Quantitative and Qualitative Research Methods**
- Paper V: Writing a Research Proposal**

### **Semester-IV**

- Paper I: Environmental Psychology-II**
- Paper II: Psychological Assessment**
- Paper III: (A) Organizational Behavior**  
**(B) Psychodiagnostic & Therapeutics**  
**(C) Health Psychology**

**Paper IV: (A) Human Resource Management  
(B) Counseling Psychology  
(C) Stress Management**

**Paper V: Dissertation**

## **SEMESTER-I**

### **Paper-I**

#### **Cognitive Processes-I**

- Unit I: Cognitive Approach: Origin and Current status of Cognitive Psychology.
- Unit II: Attention Processes: Selective Attention and its theories. Divided attention an resource allocation; Biological basis.
- Unit III: Perceptual Processes: Bottom-up and Top-down Approaches; Pattern Recognition; Picture Perception.
- Unit IV: Memory: Models of Memory: Structural and Levels of processing models; Tulving's Episodic, Autobiographical and Procedural models; McClelland's PDP approach; Short Term Memory: Accuracy Interference, Context and Encoding specificity; Mood & Memory; Autobiographical Memory; flash bulb memories; Memory for Action; Eye-witness Testimony; memory improvement.
- Unit V: General Knowledge: Semantic Memory: Nature, methodology, and structure; Feature comparison model and Network models; Concept Formation: Well Defined concepts-Features and Rules: Empirical determinants and selection Strategies; Ill defined concepts (Natural Categories): Resemblance; Schemas in relation to memory selection, abstraction, interpretation and integration;

Meta-cognition.

## **Recommended Readings**

1. Galotti, K.M. (1999). Cognitive Psychology: In and Outside Laboratory. Mumbai: Thomson Asia.
2. Matlin, M.W. (2003) (5<sup>th</sup> Edition). Cognition. Bangalore: Prism Books Pvt. Ltd.
3. Snodgrass, J.G. et. al. (1985). Human Experimental Psychology. New York: Oxford University Press.
4. Misra, G. (Eds.) (2009). ICSSR Survey of advances in Research: Psychology in India (Volume 1): Basic Psychological Processes and Human Development. New Delhi: Pearson Education in South Asia.

## **Paper-II**

### **Motivational and Affective Processes**

- Unit I: Basic Motivational Concepts: Instincts; Needs; Drives; Arousal; Incentives; Biological and Social Motives; Extrinsic and Intrinsic motivation.
- Unit II: Approaches to the study of Motivation: Psycho-analytical; Ethological; S-R; Humanistic; Attributional; Indigenous Indian Approaches to Motivation.
- Unit III: Emotion: Concept; Bodily changes and Non-Verbal expressions; Biological Foundations of Emotion.
- Unit IV: Theories of Emotion: Darwinian- Evolutionary theories; Body-Reaction theories; Neo-Jamsian theory; Cognitive and Neuro-Physiological; Rasa theory.
- Unit V: Emotional Intelligence: Concept; Domains; Measurement and Application.

## **Recommended Readings**

1. Beck, R.C. (1983). Motivation: Theories and Principles. Prentice Hall.
2. Weiner, B. (1996). Human Motivation: Metaphors, Theories and Research. SAGE Publications.
3. Strongman, K.T. (2003) (5<sup>th</sup> Edition). Psychology of Emotion. New York: Wiley & Sons.
4. Edwards, D.C. (1999). Motivation & emotion. New Delhi: SAGE.
5. Misra, G. (Eds.) (2009). ICSSR Survey of advances in Research: Psychology in India (Volume 1): Basic Psychological Processes and Human Development. New Delhi: Pearson Education in South Asia.

## **Paper-III**

### **Neuro-physiological Bases of Behavior**

- Unit I: Neuron; Nerve impulse transmission; Synapse; Methods of study and Techniques; Sensory Process: Visual & Auditory.
- Unit II: Organization of Nervous system: Peripheral and Central Nervous System; Laterality and Handedness.
- Unit III: Neurophysiology of Hunger, Thirst, Sex and Sleep.
- Unit IV: Neurophysiological bases of Learning and Memory.
- Unit V: Neurophysiology of Cognitive Impairment.

## **Recommended Readings**

1. Kalat, J.W. (2015) (12<sup>th</sup> Edition). Biological Psychology. Singapore: Thomson Wadsworth.
2. Kolb, B. & Whishaw, L.Q. (2008) (5<sup>th</sup> Edition). Worth Publishers.

3. Gazzaniga, M.S., Ivry, R.B. & Mangun, G. R. (1998) Cognitive Neuro Science. New York: W.W. Norton.
4. Leventhal, C.F. (1990). Psychophysiology. Prentice Hall.

### **Paper-IV**

#### **Personality & Psychology of Self**

- Unit I: Theories of Personality: Psychodynamic: Freud; Carl Jung; Neo Freudians.
- Unit II: Emphasis on Personality Traits: Allport; Cattell; Eysenck; Big-Five Model.
- Unit III: Phenomenological and Cognitive Theories: Carl Rogers; Kelly; Bandura and Walters Micheal.
- Unit IV: Self: Nature; Structure; and Perspectives (William James; Mead and Cooley); Social Identity; Self and Information processing; Self and Culture.
- Unit V: Self Recognition: Self Efficacy; Self Esteem; Self Perception; and self Motives.

#### **Recommended Readings**

1. Hall, C. & Lindzey, G. (2003). Theories of Personality. New York: Wiley & Sons.
2. Hijelle, L.A. & Ziegler, D.J. (1992). Personality Theories. New York: McGraw Hill.
3. Baumeister, R.F. (Eds.) (1999). The Self in Social Psychology. UK: Psychology Press.
4. Eysenck, H.J.(2008). Structure of Personality. New Delhi: Sristhi Book Distributors.

### **Paper-V**

#### **Lab Work**

There will be four practical based on each of the four theory papers taught during semester I.

## **SEMESTER II**

### **Paper I**

#### **Cognitive Processes-II**

- Unit I: Language Comprehension: Spoken language: Speech perception, Constituent structure, Transformational grammar; Factors affecting comprehension; Reading: Perceptual processes and theories of word recognition; Discovering Meaning; Interference in Reading; Meta cognition.
- Unit II: Language Production: Speaking: Selecting the context; Errors in Speaking; Gestures and Context; Writing: Comparison between speaking and writing; Cognitive Tasks involved in Writing; Bilingualism: advantages and Disadvantages; Codes switching and Second Language Proficiency.
- Unit III: Problem Solving: Classification of problems; Newell and simon's Theory; Problem-solving Approaches: Means-end, Heuristics, The Analogy approach and other strategies; Class-room problem solving.
- Unit IV: Creativity: Nature and Measurement; Factors affecting Creativity.
- Unit V: Logical Reasoning and Decision Making: Types and Errors in Reasoning processes; Deductive and inductive Hypotheses testing and conditional reasoning; Theories of Thought processes; Decision making; Algorithms and Heuristics- representativeness, availability, anchoring and adjustment; The Framing effect and overconfidence in decisions.

## Recommended Readings

1. Galotti, K.M. (1999). Cognitive Psychology: In and Outside Laboratory. Mumbai: Thomson Asia.
2. Matlin, M.W. (2003) (5<sup>th</sup> Edition). Cognition. Bangalore: Prism Books Pvt. Ltd.
3. Reed, S.K. (1988). Cognition: Theory and Application (3<sup>rd</sup> Edition). California: Brooks/Cole Publishing Company.
4. Hewes, M.B. (1990). The Psychology of Human Cognition. New York: Pergamon Press.
5. Snodgrass, J.G. et. al. (1985). Human Experimental Psychology. New York: Oxford University Press.

## Paper II

### Advanced Social Psychology

- Unit I: Social Psychology: Approach, Advanced theories and Research Methods.
- Unit II: Social Cognition: Social Inference; Schemas; Schematic Processing; Mental Shortcuts and Schemas in Action; Person Perception: Impression Formation and Impression Management; Attribution: Theories and Biases; Self Perception.
- Unit III: Attitudes and Attitude Change: Feature; Formation and Change; Attitude-Behavior Relationship.
- Unit IV: Interpersonal Attraction, Aggression and Pro-social Behavior: Basic Principles and Theories of Interpersonal Attraction; Aggression: Sources and Theories; Aggressive Behavior and Intimate Violence; Pro-social Behavior: Nature, Bystander Intervention, Theories of Helping Behavior.

Unit V: Behavior in Group: Structure and Dynamics; Group Influence; Social Facilitation; Polarization; Group Think; Leadership- Contingency Theory; Social Exchange; Bargaining and Negotiation; Intergroup Conflict.

### **Recommended Readings**

1. त्रिपाठी, ला० ब० एवं अन्य (2001). आधुनिक सामाजिक मनोविज्ञान । आगरा: हर प्रसाद भार्गव ।
2. Taylor, S.E., Paplau, L.A. & Sears, D.O. (2009) (12<sup>th</sup> Edition). Social Psychology. New Delhi: Pearson Education South Asia.
3. Baron, R.A., Branscombe, N.R., Byrne, D. & Bhardwaj, G. (2010). Social Psychology. New Delhi: Pearson Education South Asia.

## **Paper III**

### **Perspectives and Paradigms in Psychology**

- Unit I: Collapse of Schools; What is Theory; Modern Approaches; Perspectives and Paradigm.
- Unit II: Behaviorist and Cognitive Approaches: Basic Assumptions; Methods; Theoretical Structures and Recent Trends.
- Unit III: Psychodynamic and Humanistic Approaches: Basic Assumptions; Methods; Theoretical Structures and Recent Trends.
- Unit IV: Social Construct Approach: Culture, Beliefs and Social Context; Change towards Discursive Psychology; Basic Assumptions; Methods; Theoretical Structures and Recent Trends.
- Unit V: Perspective in Psychology: Biological; Clinical; Developmental; Social and Cultural.



## Recommended Readings

1. Glassman, W., Glassman, W.E., & Hadad, M. (2008). *Approaches to Psychology*. McGraw Hill Education.
2. Emslie, G.R. (1979). *Approaches to Psychology*. Methuen.

## Paper IV

### Statistics and Experimental Designs

- Unit I: Introduction to Psychological Statistics: Measurement; Types- Descriptive and Inferential Statistics; Parametric and Non Parametric Tests; Experimental vs. Co-relational Research Methods.
- Unit II: Experimental Design: Nature and Types; Terminologies used in experimental design and statistical analyses; Foundation of Experimental design.
- Unit III: Experimental designs with relevant statistics:
- (a) Independent Group Design
  - (b) Matched Subject Design
  - (c) Repeated Measures Design
- Unit IV: Quasi-Experimental designs; Ex-Post Facto; Field studies; Survey Research.
- Unit V: Co-relational Researches: Features and Techniques of Data Collection; Co-relational Analysis; Bilinear and Partial Correlation; Multivariate Correlations; Multiple Regression Analysis.

## Recommended Readings

1. Balnaves, M. & Caputi, P. (2001). *Introduction to Quantitative Research Methods*. New Delhi: SAGE Publications.

2. Broota, K.D.(1992). Experimental Designs in Behavioral Research. New Delhi: Wiley Eastern Ltd.
3. Edwards, A.L. (1971) (3<sup>rd</sup> Edition). Experimental designs in Psychological Research. New Delhi: Amerind Publishing Company.
4. Kerlinger, K.N. (1996). Foundations of Behavioral Research. Bangalore: Prism India.
5. त्रिपाठी, ला० ब० एवं अन्य (1997). अनुसन्धान पद्धतियाँ । आगरा: हर प्रसाद भार्गव ।

## **Paper V**

### **Field Study**

## **SEMESTER III**

### **Paper I**

#### **Environmental Psychology- I**

- Unit I: Environmental Psychology: Nature and Salient Features; Historical Development; Environment-Behavior Theories.
- Unit II: Research Methodology: Environmental Psychology and Data Collection Techniques; Ethical Consideration and Adequacy of Environmental Research.
- Unit III: Environmental Cognition: Theories of Environmental Cognition; Substantive Areas of Environmental Cognition; Cognitive Mapping.
- Unit IV: Values, Beliefs and Attitudes about the Environment; Perceived Environmental Quality.
- Unit V: Environmental Stress: Natural Disaster; Technological Catastrophe; Noise Pollution and Behavior; Air Pollution and Behavior.

## **Recommended Readings**

1. Bell, P.A., Greene, T.C., Fisher, J.D. & Baum, A. (2003). Environmental Psychology. UK: Thomson, Wadsworth.
2. Stokols, D. & Altman, I. (1987). Handbook of Environmental Psychology (Volume I & II). New York: John Wiley & Sons.
3. Bechtel, R.B. (1997). Environment & Behavior. New Delhi: SAGE Publications.

## **Paper II**

### **Life Span Human Development**

- Unit I: Human Development: Major Features; Research Approaches; Foundation of Development; Nature-Nurture; Theories of Human Development.
- Unit II: Conception to End of Infancy: Prenatal Development, Birth and the Neonates; Infancy: Physical, Cognitive, Emotional, Social and Personality Development.
- Unit III: Childhood: Early and Late Childhood- Physical, Cognitive, Social, Emotional and Personality Development.
- Unit IV: Adolescence: Physical, Cognitive, Social, Emotional and Personality Development.
- Unit V: Adulthood and Ageing: Adulthood- Cognitive, Social, Emotional and Personality Development; Ageing: Physical and Cognitive Change, Social and Personality Changes; Death, Dying and Bereavement.

## Recommended Readings

1. त्रिपाठी, ला० ब० एवं पाण्डेय, सुषमा (2009). मानव विकास का मनोविज्ञान । नई दिल्ली: कांसेप्ट पब्लिशिंग कंपनी ।
2. Berk, L.E. (2007) (3<sup>rd</sup> Edition). Development through the Life Span. New Delhi: Pearson India.
3. Craig, G.J. (1979). Child Development. New Jersey: Prentice Hall.

## Paper III

### Applied Social Psychology

- Unit I: Applied Social Psychology: Nature; Scope; Field and Historical Context; Applied Social Psychology as a Science; Roles; Challenges and Skills of Applied Social Psychologists.
- Unit II: Research Methods in Applied Social Psychology: Quasi Experimental; Action; Evaluation and Participatory Research.
- Unit III: Application to Education: Understanding the Social Psychology of Education; Factors affecting Student Performance: Motivational, Attributional and Personal Factors; Student-Teacher Relationship; Student-Student Relationship; Classroom Environment; Cultural Factors.
- Unit IV: Applications to Mass Media: Effects on Children; Mass Media and Violence; Media Influence on Thoughts.
- Unit V: Rural Development: Socio-Psychological Dimensions; Deprivation and Development.

## Recommended Readings

1. Schneider, F.W., Gruman, J.A. & Coutts, L.M. (Eds.) (2005). Applied Social Psychology. London: SAGE Publications.
2. Giles, D. (2003). Media Psychology. New Jersey: Lawrence Erlbaum Associates.
3. Oskamp, S. (1984). Applied Social Psychology. New Jersey: Prentice Hall.
4. Misra, G. (Eds.) (1991). Applied Psychology in India. New Delhi: SAGE.
5. Feldman, R.G. (1986). The Social Psychology of Education. Cambridge University Press.
6. Misra, G. (Eds.) (2010). Handbook of Psychology. New Delhi: Oxford University Press.

## Paper IV

### Quantitative and Qualitative Research Methods

- Unit I: Multivariate Analysis of Variance (MANOVA)
- Unit II: Factor Analysis: Types; Methods of Factor Extraction; Methods of Rotation; Factor Loading and Interpretation.
- Unit III: Qualitative Psychological Research: Theoretical viewpoints; Qualitative Research Design and Data Collection Methods: Designing Qualitative Studies; Fieldwork Strategies and Observation Methods; Qualitative Interviewing.
- Unit IV: Approaches to Analysis for Qualitative Data: Interpretative; Phenomenological; Grounded Theory; Discourse Analysis; Narrative Analysis.
- Unit V: Ethical Issues in Quantitative and Qualitative Researches.

## **Recommended Readings**

1. Clark, C. (2001). *Doing Qualitative Psychological Research*. Taylor & Francis.
2. Govin, H. (2008). *Understanding Research Methods and Statistics in Psychology*. New Delhi: SAGE.
3. Smith, J.A. (2008). *Qualitative Psychology*. New Delhi: SAGE.
4. Lyons, E. & Coyle, A. (2007). *Analyzing Qualitative Data in Psychology*. New Delhi: SAGE.
5. Silverman, D. (1998). *Qualitative Research*. New Delhi: SAGE.
6. Patton, M.Q. (1990). *Qualitative Evaluation and Research Methods*. New Delhi: SAGE.
7. Tabachnick, B.G. & Fidell, I.S. (1996). *Using Multivariate Statistics*. New Delhi: Harper Collins College Publisher.

## **Paper V**

### **Writing A Research Proposal**

## **SEMESTER IV**

### **Paper I**

### **Environmental Psychology-II**

- Unit I: World views of the Environment: General Orientation to Nature and Environment; Trait; Interactional, Organismic and Transactional Perspectives
- Unit II: Behavioral Process: Privacy; Personal Space; and Territoriality.

- Unit III: Crowding: Population density and Animal Behavior; Effects of Density on Human; Emerging Models of Crowding; Eliminating the causes and effects of Crowding.
- Unit IV: Behavioral Settings: Residential Environment; Institutional Environment (Hospital, Prison, School-Classroom Environment).
- Unit V: Changing Behavior to Save the Environment: Environmental Education; Prompt and Reinforcement; Specific Environment Problems.

### **Recommended Readings**

1. Altman, I. & Chemers, M.M. (1980). Culture & Environment. Cambridge University Press.
2. Bonnes, M. & Secchiaroli, G. (1995). Environmental Psychology. New Delhi: SAGE.
3. Stockols, D. & Altman, I. (1987). Handbook of Environmental Psychology (Volume I & II). New York: Wiley & Sons.

## **Paper II**

### **Psychological Assessment**

- Unit I: Psychological Assessment: Nature; Scope; and Parameters; Psychological Measurement and Types of Scale.
- Unit II: Test Construction: Item Analysis; Reliability; Validity and Development of Norms.
- Unit III: Psychological Tests: Assessment of General and Special Abilities.
- Unit IV: Assessment of Personality: Psychometric and Projective Tests; Interview.
- Unit V: Neuropsychological Tests: Assessment and Measurement of Attention; Learning; Memory; and Language Functions.

## Recommended Readings

1. Gregory, R.J. (2004). Psychological Testing, History, Principle and Applications. New Delhi: Pearson Education.
2. Kevin, R., Murphy, C., & Davidshofer, O. (1988). Psychological Testing, Principles and Applications. New Jersey: Prentice Hall.
3. Kline, T. J.B. (2005). Psychological Testing: A Practical Approach to Design and Evaluation. London: SAGE.
4. Lee, J.C. (1990)(4<sup>th</sup> Edition) . Essentials of Psychological Testing. New York: Harper Collins.

## Paper III (A)

### Organizational Behaviour

- Unit I: Introduction: An overview of the field of Organizational Studies; Organizational Psychology: Issues and Research Methods; Scope; Foundations of Organizational Behavior.
- Unit II: Motivational Basis of Organizational Behavior: McClelland's Need Theory; Hergberg's X and Y theory; Some Contemporary Theories of Motivation: Application: Job Satisfaction.
- Unit III: Communication and Decision Making; Communication Process; Direction; Barriers in Communication Effectiveness; Decision; Rationality; Organizational Decision Making; Factors Affecting Decision Making.
- Unit IV: Leadership, Power and Politics: The Nature of Organizational Leadership; Contemporary Models of Leadership. Power: Types and Basis; Organizational Politics; Causes and Consequences of Political Behavior.



Unit V: Organizational Conflict, Change and Effectiveness: Conflict Process; Managing Conflict; Organizational Change; Managing Organizational Change; Concept of Organizational Effectiveness.

### **Recommended Readings**

1. Robbins, S.P., Judge, T.A. & Saughi, S. (2009). Organizational Behavior. New Delhi: Pearson Education.
2. Schein, E.H. (1972). Organizational Psychology. Englewood Cliffs, N.J. Prentice Hall.
3. Katz, D. & Kahn, R.I. (1978). The Social Psychology of Organizations. New York: Wiley and Sons.
4. Schultz, D. & Schultz, S.E. (2004) (8<sup>th</sup> Edition). Psychology and Work Today. New York: Wiley and Sons.

### **Paper III (B)**

#### **Psychodiagnostics and Therapeutics**

Unit I: Nature of Diagnosis and Assessment Process; Methods of assessment; Psychometric Tests as Clinical Tools; Projective Tests.

Unit II: Assessment Interview; Behavioral Assessment and Self Report Inventories.

Unit III: Freudian Psycho-Analysis

Unit IV: Phenomenological; Existential; Group and Family Therapy.

Unit V: Behavior Therapy and Cognitive Behavior Therapy.

### **Recommended Readings**

1. McMullin, R.E. (2000). The New Handbook of Cognitive Therapy, Techniques. New York: Wiln Norton & Company.

2. Cooper, M. (2007). *Existential Therapies*. New York: SAGE.
3. Korchin, J. (1979). *Modern Clinical Psychology*. New York: Harper Collins.
4. Garfield & Bergin (1978). *Handbook of Psychotherapy and Behaviour Change*. New York: Wiley & Sons.
5. Woleman, B.B. (1984). *Handbook of Clinical Psychology*. New York: Wiley & Sons.
6. Semenoff, B. (1976). *Projective Techniques*. London: Wiley & Sons.

### **Paper III (C)**

#### **Health Psychology**

- Unit I: Health Psychology: Nature and Development of Health Psychology; Models of Health; Approaches to Health Psychology; Role of Health Psychologists.
- Unit II: Systems of Body: Cardiovascular System; Immune System; Endocrine System: Physiology and Dysfunctions causing Chronic Diseases.
- Unit III: Health Behavior: Behavioral Pathogens and Behavioral Immunogens; Barriers to Health Promotion; Modification of Health Behavior; Cognitive Behavioral Change and Self Monitoring.
- Unit IV: Chronic and Terminal Illnesses: Diabetes; Cancer; AIDS; Arthritis: Etiology, Symptoms and Psychological Correlates.
- Unit V: Management of Chronic Illness: Coping with Chronic Disease; Interventions for Psychological Issues after Chronic Illness; Issues related to Chronic Illnesses at Different Stages of Life.

#### **Recommended Readings**

1. Taylor, S.E. (2008). *Health Psychology*. New Delhi: Tata McGraw Hill.
2. Straub, R.O.(2007). *Health Psychology*. New York: Worth Publications.

3. Sutton, S., Baum, A. & Johnson, M. (2004). Handbook of Health Psychology. New Delhi: SAGE.
4. Synder, C.R. & Lopez, S.J.(2002). Handbook of Positive Psychology. Oxford University Press.

## **Paper IV (A)**

### **Human Resource Management**

- Unit I: Human Resource Management: Overview, Scope, The dynamic environment of Human Resource Management; Role of Hawthorne Studies.
- Unit II: Human Resource Planning and Recruitment: Establishing Role Prescriptions; Job Analysis; Designing and Changing Organizations; Personnel Selection; Validation Models and Non-Test Techniques; Psychological Testing.
- Unit III: Performance Appraisal and Career Development: Judgment Appraisal; Objective Measures of Productivity and Profit; Career Appraisal; Career Development; Planning; stages; Career Self Management and evaluation.
- Unit IV: Stress in Workforce; Job satisfaction and Work Environment.
- Unit V: Personnel Training and Management Development: Goals, Establishing Training Needs; Methods and Approaches in Training; Management Development Techniques: Human Relations and Sensitivity Training; Leadership Training; Creativity Training and Role Motivation Training.

### **Recommended Readings**

1. Miner, J.B. (1969). Personnel Psychology. MacMillan Press.
2. Schultz, D. & Schultz, S.E. (2004) (8<sup>th</sup> Edition). Psychology and Work Today. New Delhi: SAGE.

3. DeLenzo, D.A. & Robbins, S.P. (1996). Human Resource Management. New York: Wiley & Sons.