

| | |
|---------------------------|--|
| Internship Training (UG)– | UG INTERNSHIP TRAINING IN INDUSTRIAL PSYCHOLOGY (CN 012) |
| Course Duration | – Customizable Online 12–30 Modules (as per learners’ choice) Highly Interactive |
| Course Mode | – Online fixed scheduled interactive sessions with supporting learning materials |
| Course Structure | – 12–30 Modules – Fully Customizable – Trainer-Led Sessions – Daily / Weekly |
| Eligibility | – For Graduate students or Graduate degree holders (psy/msw/hd/allied /related) |
| Interactive Sessions | – 60min session/module (12–30 modules), scheduled weekly/daily as per learner’s choice |

- ✓ The internship course includes 12 mandatory modules and an additional set of 18+ optional modules. The prescribed course fee covers only the 12 mandatory modules.
- ✓ If you wish, you may choose any number of optional modules by paying the corresponding additional fee per module.
- ✓ Selecting optional modules is completely voluntary – you may also choose to complete only the 12 mandatory modules by paying just the standard course fee.

MANDATORY INTERNSHIP MODULE NAMES & SESSION BRIEF
ONE SESSION PER MODULE WITH REQUIRED LEARNING MATERIALS – SESSIONS SCHEDULED ON DAILY BASIS
OR WEEKLY OR AS PER LEARNER NEEDS

| | |
|---------------|---|
| C.S_01 | Introduction to Industrial Psychology - Scope, goals, importance, role of psychologists in workplaces. |
| C.S_02 | Work Behaviour & Individual Differences - Personality, abilities, attitudes that affect performance. |
| C.S_03 | Job Analysis: Purpose & Methods - Tasks, KSAOs, observation and interview-based methods. |
| C.S_04 | Recruitment & Selection – Theoretical Foundations - Matching candidate characteristics with job requirements. |
| C.S_05 | Training & Development in Organizations- Learning theories, training design basics. |
| C.S_06 | Employee Motivation: Classic Theories - Maslow, Herzberg, McClelland |
| C.S_07 | Leadership in Organizations - Styles, traits, behaviours, leader–member exchange. |
| C.S_08 | Performance Appraisal: Principles & Methods - Rating scales, errors, feedback, fairness. |
| C.S_09 | Work Stress & Employee Well-Being - Sources, strain, coping strategies. |
| C.S_10 | Teams & Group Dynamics at Work - Stages of group development, norms, roles. |
| C.S_11 | Organizational Culture & Climate - Values, beliefs, practices influencing behaviour. |
| C.S_12 | Ethical Issues in Industrial Psychology - Fairness, non-discrimination, boundaries in assessment. |

OPTIONAL INTERNSHIP MODULE NAMES & SESSION BRIEF

If required, learners can opt for any or all these listed modules at an additional cost, apart from the course fee that includes the mandatory internship modules.

| | |
|---------------|---|
| O.S_13 | Employee Engagement & Job Satisfaction - What keeps employees committed, drivers of satisfaction. |
| O.S_14 | Organizational Communication - Formal/informal communication, barriers, clarity. |
| O.S_15 | Workplace Conflict & Resolution Styles - Sources of conflict, negotiation basics. |
| O.S_16 | Decision-Making in Organizations - Rational vs intuitive decision-making. |
| O.S_17 | Work Motivation Strategies (Applied) - Goal setting, reinforcement, rewards. |
| O.S_18 | Time Management & Productivity Psychology - Procrastination, prioritisation, flow. |
| O.S_19 | Change Management & Employee Reactions - Why people resist change, stages of acceptance. |
| O.S_20 | Psychological Testing in Organizations - Aptitude, personality tests—reliability & validity. |
| O.S_21 | Diversity & Inclusion at Work - Gender, age, culture—psychological aspects |
| O.S_22 | Workplace Ethics & Integrity - Ethical dilemmas, whistleblowing, transparency. |
| O.S_23 | Employee Counselling (Supportive Basics) - Non-therapeutic support, listening, referrals. |
| O.S_24 | Team Building & Collaboration Skills - Cooperation, trust-building, team roles. |
| O.S_25 | Work–Life Balance & Role Stress. Overload, role conflict, burnout. |
| O.S_26 | Organizational Politics & Power Dynamics - Influence, power, informal structures. |
| O.S_27 | Occupational Health & Safety – Psychological Aspects - Risk perception, safety behaviour. |
| O.S_28 | Customer Service Psychology - Service attitude, emotional labour. |
| O.S_29 | HR Functions & Psychology Linkages - Selection, onboarding, evaluation—psych perspective. |
| O.S_30 | Compensation & Rewards – Psychological View - Equity theory, fairness perception. |
| O.S_31 | Remote & Hybrid Work Psychology - Productivity, communication, employee well-being |
| O.S_32 | Organizational Citizenship Behaviour- Helping, cooperation, going “beyond the role.” |
| O.S_33 | Industrial Psychology in Indian Workplaces - Cultural values, hierarchy, family influence. |
| O.S_34 | Case Conference – Testing the learner with various cases / vignettes on learnt disorders |

| Course Fee | Learners from India | Learners from other countries |
|---|--|--|
| 1:1 Guided Orientation via G Meet/Zoom with supporting learning materials | For 12 Sessions – ₹16,800 (India) From 13th session onward (if req) – ₹1300/session (up to 30 sessions) | For 12 Sessions – \$400 (Int'l) From 13th session onward (if req)– \$30/session (up to 30 sessions) |
| For group registrations, whether from individual learners or via college departments, fees will be significantly reduced to make the course student-friendly | | |

For Admissions - To Know about Course details and Commencement dates, Text or WhatsApp Course No and Your Email ID to 0091 979 00 88 002 or email us at info@ihmh.in / info@ihmh.org

INSTITUTE OF HOLISTIC MENTAL HEALTH @www.imh.in @www.psychologyonline.in