

Application of psychology

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1. Psychology for health: yoga, meditation and relaxation
2. Psychology in education, groups, industry and the environment

1 Psychology for health: yoga, meditation and relaxation

Health psychology uses the mind-body link to prevent illness and build positive health: yoga (Patanjali's eight limbs: postures, breath, withdrawal of the senses, concentration, dhyana = meditation), meditation (concentrative or mindfulness) and relaxation techniques (Jacobson, Schultz, biofeedback) all lower arousal and raise well-being.

Core facts

- **Health (WHO, 1948):** a state of complete **physical, mental and social well-being**, not merely the absence of disease or infirmity. Health is **positive**, not just "no illness".
- **Health psychology:** the branch that studies psychological and behavioural factors in health, illness and recovery; it works on the **biopsychosocial model** (George **Engel**, 1977).
- **Yoga:** from the root *yuj* = to join / yoke. Classical text: **Patanjali's Yoga Sutras** (**about** 196 sutras in 4 padas: **Samadhi, Sadhana, Vibhuti, Kaivalya**). **Patanjali defines yoga as** stilling the fluctuations (vrittis) of the mind** (sutra 1.2).
- **Ashtanga yoga = eight limbs** (in this order):
 1. **Yama:** social restraints (ahimsa, satya, asteya, brahmacharya, aparigraha)
 2. **Niyama:** personal observances (shaucha, santosha, tapas, svadhyaya, ishvara pranidhana)
 3. **Asana:** steady, comfortable posture
 4. **Pranayama:** regulation of breath
 5. **Pratyahara:** **withdrawal of the senses** from their objects
 6. **Dharana:** **concentration**, fixing the mind on one point
 7. **Dhyana:** **meditation**, an unbroken flow of attention on that point
 8. **Samadhi:** absorption, the mind one with the object
- First five = **bahiranga** (outer) limbs; last three = **antaranga** (inner). Dharana + dhyana + samadhi together = **samyama**. Patanjali's path is also called **Raja yoga**.
- **Other paths:** **Jnana** (knowledge), **Bhakti** (devotion), **Karma** (selfless action), **Hatha** (body and breath). Hatha text: **Hatha Yoga Pradipika** (Svatmarama, about 15th century); its **six cleansing practices (shatkarmas):** dhauti, basti, neti, trataka, nauli, kapalabhati.
- **Asana groups:** standing (Tadasana, Trikonasana), sitting (Padmasana, Vajrasana), **prone** / lying face down (Bhujangasana, Shalabhasana, Dhanurasana), **supine** / lying on the back (Shavasana, Setu Bandhasana), inverted (Sarvangasana, Shirshasana).
- **Asanas and mood:** **back-bending** postures (Bhujangasana, Ustrasana, Dhanurasana) are reported to **raise positive mood and energy** most (APPSC 2023); forward bends calm; **Shavasana** (corpse pose) is the classic relaxation posture.
- **Pranayama phases:** **puraka** (inhalation), **kumbhaka** (retention), **rechaka** (exhalation). Common types: **nadi shodhana / anuloma-viloma** (alternate nostril), **bhramari** (humming bee), **bhastrika** (bellows), **ujjayi, sheetali / sheetkari** (cooling). Slow breathing shifts the body to the **parasympathetic** (calming) side.
- **Meditation:** training attention to quieten the mind. Two main kinds:

- **Concentrative (focused-attention):** attention held on one object: a **mantra**, the breath, a flame (trataka). Example: **Transcendental Meditation (TM)**, Maharishi Mahesh Yogi, a personal mantra for about 20 minutes twice a day.
 - **Mindfulness / open-monitoring (insight):** watching thoughts and sensations without judging. Example: **Vipassana** (Buddhist insight meditation; taught widely by **S.N. Goenka**, Igatpuri).
 - Others: **loving-kindness (metta)**, **guided** meditation, **yoga nidra** ("yogic sleep", guided body-scan relaxation).
- **Mindfulness-Based Stress Reduction (MBSR):** **Jon Kabat-Zinn, 1979**, University of Massachusetts, an 8-week programme. **MBCT** (mindfulness-based cognitive therapy) is used to prevent relapse of depression.
- **Relaxation response: Herbert Benson** (*The Relaxation Response*, **1975**): the opposite of the fight-or-flight response; four needs: a quiet place, a mental device (word/sound), a passive attitude, a comfortable position.
- **Relaxation techniques:**
 - **Progressive muscle relaxation (PMR): Edmund Jacobson** (*Progressive Relaxation*, **1929**): tense, then release, muscle groups one by one.
 - **Autogenic training: J.H. Schultz** (Germany, **1932**): self-suggestions of **heaviness and warmth** in the limbs.
 - **Biofeedback:** a machine shows the person a body signal (muscle tension by **EMG**, skin conductance by **GSR**, skin temperature, heart rate, brain waves by **EEG**) so that they learn to control it.
 - **Guided imagery / creative visualisation:** imagining a calm scene.
 - **Deep (diaphragmatic) breathing.**
- **Systematic desensitisation** (**Joseph Wolpe**, 1958) pairs relaxation with an **anxiety hierarchy**: relaxation cannot coexist with anxiety (**reciprocal inhibition**).
- **Body changes in meditation and relaxation:** heart rate, blood pressure, breathing rate, oxygen use and muscle tension fall; skin resistance rises; **alpha waves** (relaxed wakefulness) increase on the EEG; stress hormone (**cortisol**) falls.
- **Positive psychology: Martin Seligman** (APA president, **1998**); **PERMA** model of well-being: Positive emotion, Engagement, Relationships, Meaning, Accomplishment. **Flow:** Mihaly Csikszentmihalyi.
- **Subjective well-being (Ed Diener):** high life satisfaction + frequent positive feelings + few negative feelings. **Psychological well-being (Carol Ryff, 1989):** six dimensions: self-acceptance, positive relations, autonomy, environmental mastery, purpose in life, personal growth.
- **Hardiness (Suzanne Kobasa, 1979):** the "three Cs": **commitment, control, challenge**; hardy people stay healthy under stress.
- **International Day of Yoga: 21 June**, declared by the UN General Assembly in **December 2014**, first observed in **2015**.

Explained

1. Why psychology cares about health. Stress, habits and beliefs affect the body: long-term stress keeps the **sympathetic nervous system** and the **HPA axis** (hypothalamus-pituitary-adrenal) switched on, raising blood pressure and cortisol and weakening immunity (studied as **psychoneuroimmunology**). Yoga, meditation and relaxation work in the other direction: they switch on the **parasympathetic** system and lower arousal. NCERT lists them among **stress management techniques**, with biofeedback, creative visualisation, cognitive-behavioural techniques and exercise. (Coping styles, Selye's GAS and appraisal are covered elsewhere (see MAB-EI-02); this note covers the techniques.)

2. The eight limbs as a psychological ladder. The limbs move from outside to inside:

Stage	Limbs	Workson	Psychological gain
Ethics	yama, niyama	conduct, habits	less conflict and guilt, self-discipline
Body and breath	asana, pranayama	muscles, breathing	lower arousal, body awareness
Turning inward	pratyahara	the senses	less distraction
Mind	dharana, dhyana, samadhi	attention	concentration, calm, insight

Easy confusions: **pratyahara** = withdrawing the senses (not concentration); **dharana** = concentration (holding attention, with effort); **dhyana** = meditation (attention flowing without break); **samadhi** = complete absorption.

3. Asanas and mood. Asanas are held steadily with slow breathing, unlike fast exercise. Studies of yoga classes (for example a 2004 study of Iyengar yoga by Shapiro and Cline) found **back-bends** gave the biggest rise in positive mood and energy, while **forward bends** and supine postures were calming and Shavasana relaxing. Regular asana practice is linked with less anxiety and better sleep.

4. Pranayama. Breath is the one body function that is both automatic and voluntary, so it is a "handle" on arousal. Lengthening the out-breath and slow alternate-nostril breathing slow the heart; fast breathing such as bhasrika energises. Retention (kumbhaka) is taught gradually and is avoided by people with heart disease or high blood pressure.

5. Meditation types compared

Type	Attention	Example	Main effect
Concentrative	fixed on one object	TM (mantra), trataka (flame), breath counting	deep rest, calm
Mindfulness	open, non-judging awareness	vipassana, MBSR	less rumination, emotion regulation
Loving-kindness	warm wishes to self and others	metta	more positive emotion, compassion
Guided / body scan	following instructions	yoga nidra	relaxation, sleep

Meditation is used for anxiety, stress, high blood pressure, chronic pain, sleep problems and preventing relapse of depression; in prisons, **Vipassana** courses (Tihar Jail, from the 1990s) were used to reduce anger and aggression among inmates.

6. Relaxation techniques compared

Technique	Founder / year	What the person does	Key word
Progressive muscle relaxation	Jacobson, 1929	tense and release each muscle group	contrast
Autogenic training	Schultz, 1932	repeats "my arm is heavy and warm"	self-suggestion
Relaxation response	Benson, 1975	repeats a word with a passive attitude	anti-fight-or-flight
Biofeedback	1960s (Neal Miller's work)	watches a body signal and learns to change it	feedback

7. Positive health and well-being. NCERT's factors that build positive health: a **balanced diet**, regular **exercise**, a **positive attitude and positive thinking** (optimism), and **social support** (emotional, informational, tangible). Also **life skills** (the WHO lists ten, including self-awareness, empathy, coping with stress and coping with emotions), time management, assertiveness and rational thinking. **Hardy** people see change as a challenge, feel in control and stay committed. **Resilience** is bouncing back from adversity. Well-being has two traditions: **hedonic** (feeling good: Diener's subjective well-being) and **eudaimonic** (functioning well, meaning and growth: Ryff).

Common traps

✗ "Dharana means meditation." ✓ **Dhyana** = meditation; **dharana** = concentration; **pratyahara** = withdrawal of the senses; **pranayama** = breath control.

✗ "Pranayama is the fifth limb." ✓ Order: yama, niyama, asana, **pranayama (4th)**, **pratyahara (5th)**, dharana, dhyana, samadhi.

✗ "Standing stretches raise positive mood most." ✓ **Back-bending** asanas are linked with the biggest rise in positive mood (APPSC 2023).

✗ "Shalabhasana and Bhujangasana are supine postures." ✓ They are **prone** (face down); Shavasana is **supine** (on the back).

✗ "Puraka is exhalation." ✓ Puraka = **inhalation**; rechaka = **exhalation**; kumbhaka = **retention**.

✗ "Progressive muscle relaxation: Schultz." ✓ PMR = **Jacobson** (1929); autogenic training = **Schultz** (1932); relaxation response = **Benson** (1975).

✗ "Biofeedback needs no instrument." ✓ Biofeedback needs a **device** that shows the body signal (EMG, GSR, EEG, temperature).

✗ "Mindfulness means emptying the mind." ✓ Mindfulness is **non-judging awareness** of whatever arises; emptying or fixing the mind fits concentrative meditation.

✗ "WHO defines health as absence of disease." ✓ **Complete physical, mental and social well-being**, not merely the absence of disease (1948).

✗ "MBSR was founded by Benson." ✓ **Jon Kabat-Zinn** (1979); Benson = relaxation response.

Quick revision

- WHO 1948: health = physical + mental + social well-being; Engel 1977 biopsychosocial model.
- Patanjali's Yoga Sutras: 4 padas, ~196 sutras; yoga = stilling the mind's fluctuations.
- Eight limbs: yama, niyama, asana, pranayama, pratyahara, dharana, dhyana, samadhi.
- Pratyahara = sense withdrawal; dharana = concentration; dhyana = meditation; samadhi = absorption.
- Back-bends raise positive mood; Shavasana relaxes; prone = face down, supine = on the back.
- Pranayama: puraka (in), kumbhaka (hold), rechaka (out); slow breath → parasympathetic.
- Concentrative (TM, mantra) vs mindfulness (vipassana, MBSR: Kabat-Zinn 1979).
- Jacobson PMR 1929; Schultz autogenic 1932; Benson relaxation response 1975; biofeedback (EMG, GSR, EEG).
- Seligman PERMA; Diener subjective well-being; Ryff six dimensions; Kobasa hardiness (commitment, control, challenge).
- International Day of Yoga 21 June (UN 2014, first 2015).

2 Psychology in education, groups, industry and the environment

Applied psychology carries the science into classrooms (programmed and self-instructional learning, learning styles, Hole-in-the-Wall), groups and communities (cohesiveness, leadership, self-help), industry (job analysis, selection, assessment centres, training, appraisal) and the environment (personal space, crowding, noise, pollution, information technology).

Core facts

Education

- **Programmed learning:** material in small steps (frames), active response, **immediate feedback**, self-pacing. **Linear** (B.F. **Skinner**): one fixed path, the learner is **reinforced at once after each correct step**. **Branching / intrinsic** (Norman **Crowder**): multiple-choice answers, a wrong answer sends the learner to a remedial frame. Full treatment (see EDU-LR-03).
- **Self-instructional learning:** the learner studies alone from **self-instructional materials (SIM)** built with objectives, small units, self-check questions and answers; the base of distance education (e.g. IGNOU, open universities). **Keller Plan / Personalised System of Instruction (PSI):** Fred **Keller**, **1968**: mastery of each unit before the next, self-pacing, student proctors. **Computer-assisted instruction (CAI):** programmed learning on a computer (PLATO, University of Illinois, 1960).
- **Learning style:** a person's preferred way of taking in and handling information.
 - **Dunn and Dunn** (Rita and Kenneth Dunn): style is shaped by five groups of factors: **environmental** (sound, light, temperature, seating), **emotional** (motivation, persistence, responsibility, need for structure), **sociological** (alone, pair, group, with an adult), **physiological** (sense modality, time of day, food intake, mobility) and **psychological** (global / analytic, impulsive / reflective). **Spiritual factors are not one of them** (APPSC 2023).
 - **Kolb** (*Experiential Learning*, **1984**): a four-stage cycle (concrete experience → reflective observation → abstract conceptualisation → active experimentation) and four styles: **diverging, assimilating, converging, accommodating**.
 - **VARK** (Neil **Fleming**): Visual, Aural, Read/write, Kinaesthetic.
 - **Honey and Mumford** (1982): activist, reflector, theorist, pragmatist.
 - Cognitive style: **field dependence-independence** (Herman **Witkin**); **reflective vs impulsive** (Jerome **Kagan**).
- **Hole-in-the-Wall:** **Sugata Mitra** (then at NIIT), **1999**, a computer set into a wall in the **Kalkaji** slum of **New Delhi**; slum children with no teacher learnt to use it on their own, in groups. Ideas: **minimally invasive education**, incidental and collaborative learning; later **Self-Organised Learning Environments (SOLE)** and "School in the Cloud" (TED Prize **2013**).

Groups and community

- **Group:** two or more people who interact, share goals and norms, and see themselves as a unit. **Primary** group (face-to-face, intimate: family) vs **secondary** (formal, large): **C.H. Cooley** (1909).

In-group / out-group: W.G. Sumner (1906). **Reference group:** H. Hyman (1942).

- **Group dynamics:** term and field from **Kurt Lewin** (1940s).
- **Stages of group development (Bruce Tuckman, 1965):** **forming** → **storming** → **norming** → **performing**; **adjourning** added in **1977** (with Jensen).
- **Group cohesiveness:** the forces that keep members in the group: mutual liking, shared goals, pride in the group (**Festinger**, 1950). When members are bound by **mutual liking and friendship** it is **interpersonal integration** / social cohesion (APPSC 2023); when bound by a shared job it is **task cohesion**.
- **Raises cohesiveness:** small size, similarity, frequent interaction, shared goals, success, an **external threat**, a hard entry (initiation). **Effects:** more satisfaction, conformity and loyalty, higher output **if group norms favour work**; very high cohesion risks **groupthink** (Irving **Janis**, 1972).
- **Sociometry** (J.L. **Moreno**, 1934) maps liking in a group: **sociogram**, "stars", "isolates", mutual pairs.
- **Group effects on performance: social facilitation** (Triplett 1898; Zajonc 1965: an audience helps easy tasks, hurts hard ones), **social loafing** (less effort in a group when individual effort is not visible; Ringelmann; Latané 1979).
- **Leadership styles** (Lewin, Lippitt and White, 1939): **autocratic, democratic, laissez-faire**. Other approaches: trait, behavioural, contingency (Fiedler), transformational (Burns, 1978).
- **Community psychology:** born at the **Swampscott Conference** (Massachusetts, USA, **1965**). Stresses **prevention** (Gerald **Caplan**: primary, secondary, tertiary), **empowerment** (Julian **Rappaport**), and the person in the community. **Self-help groups:** members with a shared problem help each other (Alcoholics Anonymous, 1935; women's SHGs in India).

Industry

- **Father of industrial psychology:** Hugo **Münsterberg** (*Psychology and Industrial Efficiency*, **1913**). **Scientific management:** F.W. **Taylor** (1911). **Hawthorne studies** (Western Electric's Hawthorne Works, Cicero, near Chicago, **1924-1932**; Elton **Mayo**): social factors, attention and group norms affect output (the **Hawthorne effect**).
- **Job analysis** gives two documents: **job description** (what the job involves: duties, conditions) and **job specification** (what the worker needs: qualities). Specifications are grouped as **physical** (height, eyesight), **mental** (intelligence, memory, judgment), **emotional** (stability, **aggressiveness**, temperament) and **social** (sociability, **extroversion**, leadership) (APPSC 2023).
- **Recruitment** (finding applicants) comes before **selection** (choosing among them). Selection steps: application → screening → **tests** (aptitude, intelligence, personality, interest, trade/achievement) → interview → references → medical → appointment.
- **Assessment centre approach: several exercises, several trained assessors, several dimensions**, combined into one judgment. Exercises: **in-basket (in-tray)**, **leaderless group discussion**, role play, case analysis, presentation, business games. Origin: German military selection, **British War Office Selection Boards (1942)**, US OSS in WWII; first business use: **AT&T Management Progress Study** (Douglas **Bray**, **1956**). Used for **selection, promotion, training needs and development**. Indian example of the same idea: the Services Selection Board (SSB).
- **Training:** needs analysis at three levels (**organisation, task, person**); on-the-job (coaching, job rotation, apprenticeship) vs off-the-job (lectures, case study, role play, simulation, **vestibule**

training); evaluation by **Kirkpatrick's four levels** (reaction, learning, behaviour, results; 1959).

- **Performance appraisal** (annual and periodic assessment of employees) is run by the **Human Resource (HR) department**. Methods: rating scales, ranking, paired comparison, forced distribution, **critical incident** (Flanagan, 1954), **BARS**, **MBO** (Drucker, 1954), **360-degree** feedback. Rater errors: **halo effect** (Thorndike, 1920), leniency / strictness, central tendency, recency.

Environment

- **Environmental psychology**: the two-way relation between people and their physical surroundings (built and natural). Kurt Lewin's formula **B = f(P, E)**: behaviour is a function of person and environment. NCERT's three views of the human-environment relationship: **minimalist** (environment has little effect), **instrumental** (environment is there to serve human use), **spiritual** (people are part of and respect nature).
- **Proxemics**: the study of how people use space: Edward T. **Hall**, *The Hidden Dimension* (**1966**). **Four zones**: **intimate** (0 to about 45 cm), **personal** (about 45 cm to 1.2 m), **social** (about 1.2 to 3.6 m), **public** (beyond about 3.6 m).
- **Personal space**: the invisible "bubble" around a person that others should not enter (Robert **Sommer**, *Personal Space*, 1969). "Physical distance" is **not** one of Hall's zones (APPSC 2023).
- **Territoriality** (Irwin **Altman**, 1975): **primary** (home), **secondary** (a regular seat in class), **public** (a park bench) territories.
- **Density vs crowding**: **density** = number of people per unit of space (objective); **crowding** = the **unpleasant feeling** of too little space (subjective; Daniel **Stokols**, 1972). **John Calhoun's** rat studies (1962): overcrowding produced a "behavioural sink" (aggression, poor parenting).
- **Noise**: unwanted sound; most harmful when **loud, unpredictable and uncontrollable** (**Glass and Singer**, 1972); long-term noise lowers children's reading and attention and raises stress.
- **Pollution**: air, water, noise and soil pollution affect health, mood and aggression; heat also raises aggression. Ways to promote **pro-environmental behaviour**: information and education, **prompts, feedback** on use, incentives, modelling and social norms, laws; the **tragedy of the commons** (Garrett **Hardin**, 1968) explains why individuals overuse shared resources.
- **Information technology** applications: **commercial** (e-commerce, online consumer behaviour, advertising, usability), **educational** (e-learning, MOOCs such as **SWAYAM**, digital platforms such as **DIKSHA**, adaptive tutoring), **health** (telepsychology / tele-counselling, computerised CBT, apps; India's **Tele-MANAS** helpline **14416**, launched **2022**). Problems: **internet addiction** (Kimberly **Young**, 1990s), cyberbullying, **technostress** (Craig **Brod**, 1984), nomophobia.

Explained

1. Programmed vs self-instructional learning. Both make the learner active and self-paced. Programmed learning is the stricter form: tiny frames and an answer after every step. Self-instructional material is looser: a whole unit with objectives, examples, "check your progress" questions and model answers at the end. Both rest on Skinner's principles of **active response, immediate knowledge of results and self-pacing**. The details of linear vs branching programmes (frames, constructed vs chosen answers, remedial frames, Pressey's machine, mathetics) are in EDU-LR-03.

2. Learning styles: what to remember and what to doubt. Exam questions test the **parts of a model** (Dunn and Dunn's five factor groups, Kolb's four stages and four styles, VARK's four letters). Kolb's styles come from pairs of stages:

Kolb style	Combines	Strength
Diverging	concrete experience + reflective observation	ideas, seeing many viewpoints
Assimilating	abstract conceptualisation + reflective observation	theory, logical models
Converging	abstract conceptualisation + active experimentation	practical use of ideas
Accommodating	concrete experience + active experimentation	hands-on, risk-taking

Research has found little proof that teaching to a student's preferred style improves results (the "**meshing**" claim); varied teaching that suits the content works better. Learning styles are still useful for making teachers vary their methods.

3. Hole-in-the-Wall in brief. Mitra put an internet-connected computer in a wall facing a slum, with a hidden camera and no instructions. Children taught themselves and each other to browse, draw and download within weeks. Trials followed in Shivpuri (Madhya Pradesh), Madantusi (Uttar Pradesh) and other places. Lessons: children in groups can learn much without a teacher (**incidental, peer** learning), but understanding of content still needs guidance. Exam trap: it began in **1999 in New Delhi**, not 2001 in Kolkata.

4. Group cohesiveness and leadership in community self-help. A self-help group works because it is **cohesive**: members share a problem, meet often, help each other and keep each other to group norms (saving, repaying, staying sober). The leader's job is to keep goals clear, share decisions (democratic style raises satisfaction and commitment) and keep the group open to members. Too much cohesion can lead to **groupthink**: illusion of unanimity, pressure on dissenters, self-censorship. Cures: invite critics, a "devil's advocate", outside experts, a leader who holds back their view.

5. Assessment centre vs a single interview.

Point	Interview alone	Assessment centre
Evidence	one conversation	many exercises over 1-3 days
Judges	one panel	several trained assessors
What is seen	what candidates say	what they do in job-like tasks
Validity	lower, open to halo and bias	higher for managerial jobs, but costly

An **in-basket** exercise gives a pile of letters, memos and complaints to handle in a fixed time (tests planning and decision making). A **leaderless group discussion** shows who emerges as a leader and how people work in a team.

6. Personal space in practice. Hall's zones (measured on middle-class Americans) and who uses them:

Zone	Distance	Used for
Intimate	0 to about 45 cm (18 in)	family, lovers, close friends, comforting

Zone	Distance	Used for
Personal	about 45 cm to 1.2 m	friends and acquaintances, conversation
Social	about 1.2 to 3.6 m	impersonal business, work and formal dealings
Public	above about 3.6 m	a speaker, teacher or leader to an audience

The 2023 APPSC match item paired close friend with intimate and teacher with public distance. Space we keep depends on the **relationship** (closer for friends), **culture** (Hall: "contact cultures" such as Arab and Latin American stand closer than North Europeans), **sex, age, status** and the **situation** (more space when angry or anxious). An intrusion into personal space raises arousal; people step back, look away or build barriers (bags, books). Designers use this: **sociopetal** seating (faces each other, brings people together) vs **sociofugal** (back to back, keeps them apart: Humphry Osmond).

7. Crowding and noise. Crowding is felt more when people **lose control** (can't leave), when there is **social overload** (too many contacts) and when privacy is lacking. Effects: stress, irritability, less helping, withdrawal. NCERT notes that people from crowded homes may adapt better. Noise hurts complex tasks more than simple ones, and **predictable or controllable noise** (you can switch it off) hurts much less.

AP angle

- Andhra Pradesh has one of India's largest women's **self-help group** movements: DW CRA groups (the national DW CRA scheme began in 1982–83) and the Village Organisations run under the **Society for Elimination of Rural Poverty (SERP)**, set up in **2000**. They are an example of community self-help built on group cohesiveness, savings norms and peer pressure.

Common traps

✗ "Branching programming reinforces the learner immediately after each correct step." ✓ That is **linear** (Skinner); branching (Crowder, intrinsic) sends wrong answers to remedial frames (APPSC 2023).

✗ "Learning style is influenced by spiritual factors." ✓ Dunn and Dunn: environmental, emotional, sociological, physiological, psychological. **Not spiritual** (APPSC 2023).

✗ "Hole-in-the-Wall began in Kolkata in 2001." ✓ **Kalkaji, New Delhi, 1999** (Sugata Mitra).

✗ "Kolb's four styles: activist, reflector, theorist, pragmatist." ✓ Those are **Honey and Mumford**; Kolb: diverging, assimilating, converging, accommodating.

✗ "Tuckman's stages: forming, norming, storming, performing." ✓ **Forming** → **storming** → **norming** → **performing** (→ adjourning, 1977).

✗ "Job description lists the qualities the worker needs." ✓ That is the **job specification**; the job description lists the **duties**.

✗ "Memory and judgment are emotional specifications." ✓ They are **mental**; aggressiveness is **emotional**; extroversion is **social**.

✗ "Assessment centre = a building where tests are held." ✓ It is a **method**: several exercises, several assessors, several dimensions.

✗ "Hall's zones: intimate, personal, physical, public." ✓ **Intimate, personal, social, public**; "physical distance" is not a zone.

✗ "Crowding and density mean the same." ✓ **Density** = objective people per space; **crowding** = subjective feeling of too little space.

Quick revision

- Linear PI (Skinner): small steps, immediate reinforcement; branching (Crowder): remedial frames; Keller PSI 1968.
- Dunn and Dunn: environmental, emotional, sociological, physiological, psychological (not spiritual).
- Kolb 1984: diverging, assimilating, converging, accommodating; VARK (Fleming); Honey-Mumford: activist, reflector, theorist, pragmatist.
- Hole-in-the-Wall: Sugata Mitra, Kalkaji, New Delhi, 1999; minimally invasive education.
- Tuckman 1965: forming, storming, norming, performing (+ adjourning 1977); group dynamics = Lewin.
- Cohesion by mutual liking = interpersonal integration; too much → groupthink (Janis 1972); sociometry = Moreno.
- Münsterberg 1913 father of industrial psychology; Hawthorne studies 1924-32 (Mayo).
- Job description = duties; job specification = physical, mental, emotional, social qualities; appraisal by HR.
- Assessment centre: many exercises, assessors, dimensions; in-basket, leaderless group discussion; AT&T 1956.
- Hall 1966: intimate (<45 cm), personal (to 1.2 m), social (to 3.6 m), public (beyond); density ≠ crowding.