Read this page first

This file is a **sample synopsis for study reference** for MPCE-036 (Industrial and Organisational Psychology), the project course of the IGNOU MA in Psychology (MAPC). It shows how a synopsis on the topic "Workplace Telepressure and Psychological Detachment from Work among IT Employees on Hybrid Schedules in [City]" can be laid out in the order that section 5.1 of the Handbook on Project for MPCE-016/026/036 (Discipline of Psychology, SOSS, November 2018 revision) asks for.

How it was made

The ignouproject.com editorial desk prepared this sample with AI assistance in November 2026. The structure follows section 5.1 of the Handbook, read in November 2026. Every reference was checked against its publisher or indexing record in November 2026. It is published under the editorial responsibility of BK Sahni, Shri Chakradhar Publication Pvt. Ltd. ignouproject.com is an independent service and is not affiliated with IGNOU.

How to use it

- Read it to see the shape of each part. Do not submit it, copy it or change a few words and submit it. The Handbook says the same of its own printed sample synopsis: it is not to be copied.
- Every item in [square brackets] is for your own facts: your name and enrolment details, your city and setting, your sample size, the studies you have read yourself, and the values you take from the test manuals you hold.
- Agree the topic, the sample and the tools with your guide before you write. Your synopsis must be your own work.
- Your real synopsis is typed on A4 in Times New Roman 12 with 1.5 spacing and can run to 15 to 20 pages (section 5.1). This sample is shorter because the literature review, the place and the figures are left for you.
- Submit it at your Regional Centre in your batch window with the papers section 5.2 lists, in this order: Appendix I proforma (with MPCE-036 written clearly in the course code box), Appendix II, Appendix III, Appendix IV consent letter, Appendix V bio-data if your guide is an other expert, a self-attested grade card copy showing MPC-005 and MPC-006, and the synopsis.
- Do not begin data collection until the synopsis is approved.

Want your own draft read against the Handbook? See ignouproject.com/ignou-project-synopsis-correction/. We correct and format your own draft; IGNOU's evaluator alone decides approval.

ignouproject.com

SAMPLE FOR STUDY REFERENCE NOT FOR SUBMISSION ignouproject.com

SYNOPSIS

Workplace Telepressure and Psychological Detachment from Work among IT Employees on Hybrid Schedules in [City]

Master of Arts (Psychology), MAPC

MPCE-036: Project in Industrial and Organisational Psychology

Name of the learner	[Your full name]
Enrolment number	[Your enrolment number]
Course code	MPCE-036, Project in Industrial and Organisational Psychology
Study centre	[Name and code]
Regional centre	[Your Regional Centre]
Year	[Year of submission]
Name of the guide	[Guide's name, designation and institution]

Title page fields from section 5.1 of the Handbook on Project; the course code line is our addition, so the code you write on Appendix I is visible here too.

ignouproject.com

SAMPLE NOT FOR SUBMISSION STUDY REFERENCE ignouproject.com

1. Introduction

Hybrid work has made e-mail, chat and messaging applications the main channels through which many information technology employees receive instructions after office hours. The pressure many employees feel to answer these messages quickly has been named **workplace telepressure**: a preoccupation with, and an urge to respond quickly to, work-related messages (Barber & Santuzzi, 2015).

Recovery from work depends on being able to switch off mentally. Sonnentag and Fritz (2007) called this experience **psychological detachment** and treated it as one of four recovery experiences, with relaxation, mastery and control. The present study asks whether employees who report more telepressure detach less from work during off-job time.

Both variables are measured as continuous scores. The study belongs to industrial and organisational psychology because it concerns well-being and recovery at work, the themes of Organisational Behaviour (MPCE-031) and Human Resource Development (MPCE-032).

ignouproject.com

2. Review of Literature

Barber and Santuzzi (2015) introduced workplace telepressure and developed a scale to measure it. In their second study, telepressure was distinct from job involvement, affective commitment and general and ICT work demands, and it predicted burnout, absenteeism, sleep quality and e-mail responding beyond those factors. Barber and Santuzzi (2017) later examined telepressure among employed college students.

Santuzzi and Barber (2018) followed 234 employed adults over three waves of a web-based survey and found that higher telepressure went with lower psychological detachment, higher exhaustion and more sleep problems; at the between-person level, telepressure was linked to physical exhaustion and sleep problems through detachment. Hu, Santuzzi and Barber (2019), in a sample of 233 full-time workers, again found bivariate links of telepressure with burnout, poor sleep, detachment and boundary crossing, although only boundary crossing carried the indirect effect in their model. The two studies together show that the telepressure-detachment link is supported but that the route from it to health outcomes is still debated.

Sonnentag and Fritz (2015) placed detachment within the stressor-detachment model, in which job stressors reduce detachment and low detachment in turn harms well-being. The job demands-resources model (Bakker & Demerouti, 2007) gives the wider frame in which constant connectivity can be read as a job demand.

[Add here, in flowing paragraphs, the further studies you have read yourself, including Indian studies on IT or hybrid employees from the last ten years. For each, give the author, year,

objectives, sample, tools and findings, and end by stating the gap your study addresses.]

ignouproject.com

3. Rationale of the Study

Most published work on telepressure comes from samples outside India. Indian IT firms widely use hybrid schedules, and their employees often coordinate with teams in other time zones, which may raise the pressure to stay responsive. A relationship study in [City] would show whether the telepressure-detachment link holds in this setting and would give HR departments a concrete recovery target for wellness policies on after-hours messaging.

The study uses primary data on two continuous constructs. It does not measure awareness of company policies and does not compare employees by gender alone, both of which section 5.1 of the Handbook excludes.

ignouproject.com

4. Methodology

4.1 Research problem

Is workplace telepressure related to psychological detachment from work among IT employees on hybrid schedules in [City]?

4.2 Objectives

- To study the relationship between workplace telepressure and psychological detachment from work among IT employees on hybrid schedules.
- To examine whether workplace telepressure predicts psychological detachment in these employees.
- To compare psychological detachment between employees with [two or more] and [fewer] remote working days a week.

4.3 Hypotheses (null form)

- H01: There is no significant relationship between workplace telepressure and psychological detachment from work among IT employees on hybrid schedules.
- H02: Workplace telepressure does not significantly predict psychological detachment among these employees.
- H03: There is no significant difference in psychological detachment between employees with [two or more] and [fewer] remote working days a week.

Section 5.1 asks for either null or alternative hypotheses, not both. This sample uses the null form.

4.4 Operational definitions

SAMPLE FOR STUDY REFERENCE NOT FOR SUBMISSION ignouproject.com

- Workplace telepressure: the total score on the workplace telepressure scale of Barber and Santuzzi (2015); a higher score shows more telepressure.
- Psychological detachment: the score on the psychological detachment subscale of the Recovery Experience Questionnaire (Sonnentag & Fritz, 2007); a higher score shows more detachment.
- Hybrid schedule: [your definition, for example working at least one and at most four days a week from home under the employer's policy].

4.5 Sample

[N, decided with your guide; state how you arrived at it] employees in software development, testing or support roles at [number] IT organisations in [City], selected by [purposive or stratified] sampling. Inclusion: at least [period] with the present employer; on a hybrid schedule. Background details (age, role, experience, remote days a week) are recorded on a demographic sheet.

4.6 Research design

A correlational design for H01 and H02, with a two-group comparison for H03.

4.7 Tools for data collection

- Workplace telepressure scale (Barber & Santuzzi, 2015): a short self-report measure of preoccupation with work-related messages and the urge to respond to them quickly. [Record the final number of items, the response scale and the reliability reported in Barber and Santuzzi (2015).]
- Recovery Experience Questionnaire (Sonnentag & Fritz, 2007): 16 items in four subscales of four items each (psychological detachment, relaxation, mastery, control), rated on a five-point scale. Only the detachment subscale is scored for this study. [Add the reliability and validity figures from the source paper.]
- Demographic sheet prepared for this study.

4.8 Procedure and ethics

Permission is sought from the HR head of each organisation with the Appendix VII reference letter. Participation is voluntary and does not pass through the employee's reporting manager. Each participant gives informed consent; no name or employee code is recorded, and no organisation sees individual responses. Every visit is logged on the Appendix VIII sheet.

4.9 Data analysis

Descriptive statistics; a check of normality; Pearson's product moment correlation for H01; simple linear regression for H02; the independent samples t test (or the Mann-Whitney U test if the data are not normal) for H03. Analysis in [software]; level of significance [0.05].

SAMPLE FOR STUDY REFERENCE NOT FOR SUBMISSION ignouproject.com

4.10 Expected chapter plan of the dissertation

Introduction; Review of Literature; Rationale of the Study; Methodology; Results and Discussion; Conclusion and Implications; Delimitations, Limitations and Future Suggestions; References; Appendices (section 7.0 order).

ignouproject.com

References

Bakker, A. B., & Demerouti, E. (2007). The job demands-resources model: State of the art. *Journal of Managerial Psychology*, *22*(3), 309-328.

Barber, L. K., & Santuzzi, A. M. (2015). Please respond ASAP: Workplace telepressure and employee recovery. *Journal of Occupational Health Psychology*, *20*(2), 172-189. https://doi.org/10.1037/a0038278

Barber, L. K., & Santuzzi, A. M. (2017). Telepressure and college student employment: The costs of staying connected across social contexts. *Stress and Health*, *33*(1), 14-23.

Hu, X., Santuzzi, A. M., & Barber, L. K. (2019). Disconnecting to detach: The role of impaired recovery in negative consequences of workplace telepressure. *Journal of Work and Organizational Psychology*, *35*(1), 9-15. https://doi.org/10.5093/jwop2019a2

Santuzzi, A. M., & Barber, L. K. (2018). Workplace telepressure and worker well-being: The intervening role of psychological detachment. *Occupational Health Science*, *2*(4), 337-363. https://doi.org/10.1007/s41542-018-0022-8

Sonnentag, S., & Fritz, C. (2007). The Recovery Experience Questionnaire: Development and validation of a measure for assessing recuperation and unwinding from work. *Journal of Occupational Health Psychology*, *12*(3), 204-221.

Sonnentag, S., & Fritz, C. (2015). Recovery from job stress: The stressor-detachment model as an integrative framework. *Journal of Organizational Behavior*, *36*(S1), S72-S103.

[Add every study you cite in your own review, in APA style and in alphabetical order.]

ignouproject.com

SAMPLE FOR STUDY REFERENCE NOT FOR SUBMISSION ignouproject.com