

GOVERNMENT ARTS COLLEGE (AUTONOMOUS)

COIMBATORE -18

DEPARTMENT OF PSYCHOLOGY

INDUSTRIAL AND ORGANISATIONAL PSYCHOLOGY- I

SUBJECT CODE - 18BPS51C

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## UNIT-1

### INTRODUCTION:

**Industrial-organizational psychology** is the branch of **psychology** that applies **psychological** theories and principles to organizations. Often referred to as **I-O psychology**, this field focuses on increasing workplace productivity and related issues such as the physical and mental well-being of employees.

What is meant by industrial psychology?

Industrial psychology refers to the practice of applying psychological theories and principles to workplace environments.

Industrial psychologists observe and evaluate human behavior and interactions in the workplace and provide guidance and recommendations to improve human and organizational efficiency.

Why is industrial psychology important?

Industrial psychology plays an important role in establishing and maintaining a conducive work environment and optimizing human and organizational efficiency. [Key benefits](#) include better workplace cooperation, higher levels of job satisfaction, and increased productivity.

What is the scope of industrial psychology?

Industrial psychology covers every aspect of managing people and their interactions within the workplace. The main areas include:

- [Recruitment.](#)
- [Employee training & development.](#)
- [Employee satisfaction & work-life.](#)
- [Performance management.](#)
- [Organizational development & management.](#)

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What are the three major fields of industrial psychology?

The field of **I-O psychology** can be divided into three broad areas like industrial, organizational, and human factors.

What is the purpose of industrial psychology?

Industrial and organizational (I/O) psychologists focus on the behavior of employees in the workplace. They apply psychological principles and **research** methods to improve the overall work environment, including performance, **communication**, professional satisfaction and safety.

What is industrial psychology and explain its scope?

**Industrial Psychology** is the study of people at work, the study of their aptitudes, and their qualifications for jobs. ...

Since **Industrial Psychology** is the study of people at work and is concerned with the entire spectrum of human beings. **Its scope** is the entire process of management dealing with people at work.

What are the basic principles of industrial psychology?

There are many types of the psychology principles that are used in the workplace such as motivation, performance appraisal, training, recruitment, compensation, stimulation, socialization, identity, control, communication and human behaviors and psychology of **leadership**.

Why is industrial psychology considered a science?

**Psychology** is a **science** because it follows the empirical method. ... It is this emphasis on the empirically observable that made it necessary for **psychology** to change its definition from the study of the mind (because the mind itself could not be directly observed) to the **science** of behavior.

What are the five roles of industrial psychology?

This area of **industrial psychology** is concerned with employee satisfaction, motivation, health, safety, and well-being.

## HISTORICAL DEVELOPMENT OF INDUSTRIAL PSYCHOLOGY

The study of **industrial-organizational (I-O) psychology** originated in the United States in the early 1900s through the work of psychologists Hugo Münsterberg and Walter Dill Scott (both of whom were trained by German physiologist and **psychologist** Wilhelm Wundt), while its practical application **developed** largely through ...

Who is the father of industrial psychology?

Hugo Munsterberg

The term “founding father” of **I/O psychology** is usually associated with **Hugo Munsterberg** of Harvard University. His 1913 book on Psychology and Industrial Efficiency, is considered to be the first textbook in **I/O psychology**.

What are the areas of industrial psychology?

The specialty of **Industrial Organizational Psychology** addresses issues of recruitment, selection and placement, training and development, performance measurement, workplace motivation and reward systems, quality of work life, structure of work and human factors, organizational development and consumer behavior.

What are the main concerns of industrial and organizational psychology?

## CHALLENGES OF INDUSTRIAL PSYCHOLOGIST

The specialty of Industrial Organizational Psychology addresses **issues** of recruitment, selection and placement, training and development, performance measurement,

workplace motivation and reward systems, quality of work life, structure of work and human factors, organizational development and consumer behavior.

What are the five roles of industrial psychology?

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What are the methods of industrial psychology?

Quantitative methods used in IO psychology include **correlation**, multiple regression, and **analysis** of variance.

More advanced statistical methods employed in IO research include logistic regression, structural equation modeling, and hierarchical linear modeling (HLM; also known as multilevel modeling).

What is the nature of industrial psychology?

**Industrial Psychology** is the application of **psychological** principles and facts to the behavior of the people at work in **industry** and business. By



understanding the causation of behavior we can predict, change or control their behavior or shape it in a desirable direction.

What's the difference between industrial and organizational psychology?

Though there is considerable overlap, **Industrial Psychology** is primarily concerned with issues that are more molecular in nature while **Organizational Psychology** takes a molar approach.

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What does an industrial psychologist do?

Industrial and organizational (I/O) psychologists focus on the behavior of employees in the workplace. They apply psychological principles and **research** methods to improve

the overall work environment, including performance, communication, professional satisfaction and safety.

How do you become an industrial psychologist?

The first step in **becoming an industrial psychologist** is to earn a bachelor's degree in **psychology** or a related field from a fully accredited program. Some schools offer a bachelor's degree in **industrial psychology** while others provide an **industrial psychology** specialization as part of a general **psychology** degree.

## WORKING CONDITIONS

**Working conditions** refers to the **working environment** and aspects of an **employee's** terms and **conditions of employment**. This covers such matters as: the **organisation** of **work** and **work** activities; training, skills and employability; health, safety and well-being; and **working** time and **work-life** balance

How do working conditions affect employees?

In the workplace, it is often assumed that **employees** who are more satisfied with the physical **environment** are more likely to produce better **work** outcomes. Temperature, air quality, lighting and noise **conditions** in the office **affect the work** concentration and productivity.

What is a good working environment for employees?

Here are seven characteristics of a positive **working environment**: Productive **atmosphere**. Open and honest communication. Compassionate team members.

Why are working conditions an issue?

Your **working environment** is affected by factors including health and safety, security and **working** hours. A poor **working environment** can damage your health and put your safety at risk. Your employer is legally responsible for ensuring good **working conditions**, but you also have a responsibility to **work** safely .

What working conditions include?

**Working conditions** refers to the **working environment** and all existing circumstances affecting labor in the workplace, **including** job hours, physical aspects, legal rights and responsibilities.

What are the effects of poor working conditions?

Health **worker's** productivity and performance can decrease due to poorly planned workplace **environment** as this adversely **affects** their morale and may give rise to **poor** motivation and no job satisfaction as a result, it becomes a challenge for the management to provide a safe **work environment** for the **workers** to ensure ...

What makes a happy work environment?

A **happy workplace** is usually a productive, flexible and resilient **workplace**. Autonomy – If employees feel that they have control over what they are doing they take responsibility for their own productivity and happiness. ... They feel respected and valued.

What is a positive workplace?

A **positive workplace** consists of employees who enjoy and are passionate about their work and who exhibit both personal and professional pride in the products and services they provide to customers.

## WORK SCHEDULE

**WORK SCHEDULE** - is the planned hours of **work** over a period of time such as day(s), ... Included within a **work schedule** is the **shift(s)/tour(s)** of duty the employee is expected to **work**. A standard **work schedule** is eight hours per workday and 40 hours per week in five consecutive workdays.

What is work scheduling?

A **work schedule** generally refers to the days per week and the hours per day that an **employee** is expected to be at their **job**. ... Your **schedule** can also vary based on the time of year. For example, some **jobs** have **work schedules** that change, depending on the season.

What are the types of work schedule?

## 5 Different Forms of Work Schedules for Your Business

- Introduction.
- One - Fixed **Schedule**.
- Two - Flexible **Schedule**.
- Three - Full-Time **Shift Schedule**.
- Four - Part-Time **Shift Schedule**.
- Five - Rotating **Work Schedule**.

What is the purpose of work schedule explain it?

It ensures that you complete your responsibilities in the time allotted. Sure. There will be times when you finish early or have to put in overtime. But, having a consistent

**work schedule** encourages people to get their **work** done effectively and efficiently.

### Physical Work Conditions

Often **work** indoors, but may sometimes **work** outdoors.

They may also travel to and from **work** sites in a car or van.

Are exposed to hazardous equipment, such as power tools, on a daily basis. Almost always wear protective gear, such as goggles and masks.

What is physical work environment?

**Working environment** is a broad term and **means** all your surroundings when **working**. Your **physical working environment** is, for example, your **work** tools as well as air, noise and light. But your **working environment** also includes the psychological aspects of how your **work** is organised and your wellbeing at **work**.

What are bad working conditions?

An unsafe **work environment** occurs when an employee is unable to perform her required daily duties because the physical **conditions** of the workplace are too dangerous. For instance, exposed wiring, broken equipment, hazardous materials, or asbestos could pose an unsafe **working environment** for employees

What is a good work environment?

A **positive working environment** is a **workplace** that promotes employee safety, growth and goal attainment. ... Companies can achieve a **positive working environment** by focusing on their overall **culture**, supporting employee growth and making employees feel safe and comfortable.

How do you solve poor working conditions?

Here are four ways you can improve your work environment and, in turn, employee engagement.

1. Hire great team members (and don't be afraid to let **bad** ones go). ...
2. **Improve** the lighting. ...
3. Make the office comfortable. ...
4. **Improve** communication.



How do working conditions affect employees?

For too many **workers** today, unhealthy **work** environments are prevalent. **Employees** are far more likely to experience a slew of mental and physical health problems including stress, anxiety, depression, alcoholism, hypertension and many other negative outcomes than come home feeling energized and happy