Organizational psychology

What is Organizational Psychology? Bonnie Garcia PSYCH/570 June 13, 2011 Dr. Cabiria What is Organizational Psychology? Introduction Organizational, psychology involves the application of facts and principles associated with the psychological aspect of workers in an organization as a way of solving problems that affect the performance of the workers. Over the years, organizational psychologists have developed a close link between the working environment, the performance and job satisfaction of the employees such that productivity of employees is often dependent on the how they are treated by their supervisors. Areas closely related to organizational psychology include personality in addition to cognitive psychology. Qualitative and quantitative research methods are used to collect database on organizational psychology such as effect of certain motivators as well as changes in organizational structure on the general output of employees. Definition of organizational psychology According to Jex and Britt (2008), organizational psychology is " the scientific study of individual and group behavior in formal organizational settings. " Guido (1965) provided an extensive definition asserting organizational psychology was " the scientific study of the relationship between man and the world of work: The adjustment people make to the places they go, the people they meet, and the things they do in the process of making a living. " The evolution of the field of organizational psychology Organizational psychology has been in existence since the early 1960s when a move to establish a closer look into group and organizational phenomena of the industry was initiated. At that time, organizational psychology was mainly involved in sole individuals rather than the entire workforce in each organization (Anderson, 2005). According to research that was carried out in the early stages of

establishment, most employers trained their employees to believe that they meant little to an organization as others could always be obtained equally fast. This notion has changed over the years and today's employees are made to understand that employees are the most valuable asset in any organization. In recent years, most organizations have learned to create conducive environments for their employees in addition to ensuring that their psychological needs are met to increase their productivity (Anderson, 2005). Current developments in organizational psychology involves advocating for humane treatment of all employees as research shows that workers become more creative and productive when treated with due respect. Charismatic leadership has been known to change the organizational psychology as it seeks to cater for the needs of employees by ensuring the emotional state of all employees was healthy (Anderson, 2005). The comparison and contrast of organizational psychology in relation to cognitive psychology and personality psychology Although organizational psychology aims at improving the atmosphere at the workplace, cognitive psychology is concerned with mental processes that underlie mental activities such as perception, reasoning, problem-solving, and emotions in addition to memory. To understand the psychological aspect of an organization, it would be equally important to look into the cognitive aspect of the individual. Some behavioral attributes of workers are often affected by their cognitive ability hence there is a need to understand the relationship between the two Spector, (2005). Although it would be important to take suggestions from employees seriously, it is essential that the authorities to check the mental status of the individual so as to determine the implication of the next step. This is quite crucial when applying intended changes that

affect entire departments such that the reasoning and problem-solving capacity of the decision-maker is considered Spector, (2005). Personality psychology is a branch of psychology that deals with patterns of behavior and emotions that make up an individual. Different people have different personalities such that it would be disastrous to categorize the feelings of all employees as similar. By understanding the emotional perspective of an individual, especially when initiating change in an organization, a more appropriate way of delivering information is adopted to minimize conflicts Mangelsdorff, (2006). Consequently, organizational psychology involves implementation of appropriate measures to ensure all employees are given a chance to air their views on different issues as well provision of interactive forums to instil more knowledge on the importance of the intended change Mangelsdorff, (2006). The role of research and statistics in the field of organizational psychology The role of research and statistics in organizational psychology is incredibly important to the practice of organizational psychology. Psychologist use scientific investigations to answer a variety of research questions in reference to behavior in an organizational setting. Research must be conducted and used by organizational psychologists to test theories about why individuals behave the way they do within organizations. A variety of methods, including experimentations and surveys, are conducted through research Jex and Britt (2008). Organizational psychologists are used today by companies who looking to improve functionality. The suggestions are based on research and accurate statistical data. Organizational psychologists help organizations be more effective by using scientific methods. According to Jex and Britt (2008), theories are tested through different research methods. Organizational

psychologists collect statistical analyzed data to determine if theories are accurate or inaccurate. Research and statistics methods are used by organizational psychologist to determine data and answers to various questions asked. Researchers must be mindful when collecting data, and the issues that can affect the legitimacy of the research. Research and statistics are the important modules in organizational psychology because the research and statistics are used to increase the effectiveness and success of the organization. Research and statistics assist researchers in determining variables through means of measuring information gathered and to support the information analysis. Researchers employ a wide array of research designs to identify the qualitative and quantitative measures of organizational psychology. Information on elements affecting employee performance and productivity is obtained through surveys as well as observation. Sometimes questionnaires are used as a way of obtaining firsthand data from the employees. The statistics obtained from the survey are used by the organizational psychologists to identify psychological problems among employees and ways of reducing or eliminating them Rogelberg, (2002). The data and statistics obtained also can be used to identify individual psychological problems and in due time the appropriate steps are undertaken to counteract the issue before it explodes. Employees also benefit from such studies as information on ways of coping with stress at work as well as ways of developing close mutual relationships among employees may be communicated to them at the most appropriate time Rogelberg, (2002). Conclusion Organizational psychology is a wide field and it has direct significant effects on the performance of any organization. Thus proper understanding of the psychological needs of workers is paramount to

increased productivity and performance. Quite a number of related areas affect the decisions of organizational psychologists directly requiring intense understanding by the key players in the field. Research and data collection in organizational psychology is crucial as it is the basis of most managerial decisions. References Anderson, N., Ones, D. S. Sinangil, H. K.

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