

Definition of organizational psychology assignment

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Organizational psychology has become a prominent necessity within companies all over the world, regardless of size. With the growing number of competitors providing similar services and stressful expectations of continued success, this position proves time and again to be one of crucial significance. Organizational Psychologists offer a corporation unbiased, fresh ideas in the area of improvement and advancement using various methods of analysis and research.

This essay will define the use of organizational psychology; the role of research and statistics in this form of psychology; and the many uses of organizational psychology within the workplace. Definition of Organizational Psychology According to Jex (2008), "organizational psychology is a field that utilizes scientific methodology to better understand the behavior of individuals working in organizational settings" (p. 1). Organizational psychology spotlights specific conduct and behaviors employees exhibit on the job; particularly ones in need of intervention or improvement, and offers plans of action with the goal of encouraging positive workplace morale. This type of psychology concentrates on the human portion of the working environment and through research, surveying, or interviewing, can produce fair-minded plans of implementation to improve workplace conditions and thus assists in capitalizing on employee efficiency.

Research and Statistics in Organizational Psychology In view of the fact that organizational psychologists are under the umbrella of expectation to make unbiased, evenhanded suggestions for improvement, it remains vitally important to base proposals on extensive organizational research and statistical exploration. Specified research organizational psychologists

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expand on particular workplace behaviors through methods of investigation in an effort to bring all proposals for intervention to the organizational psychologist for design and execution.

These research specialists aid in guiding “interventions designed to help organizations become more effective” (Jex, 2008, p. 6). Their primary task is to make inquiries into consumer or employee behavior and after receiving these findings; organizational psychologists can then propose innovative strategies for continued success and morale boosting. Research organizational psychologists employ the use of scientific inquiry to reach desired conclusions in support of successful plan development.

These psychologists conduct various forms of information collection methods like satisfaction surveying techniques, interviews, statistical research, and studying organizational procedures to appraise competence and organizational morale. While researching the foundation of the organization and procedures already in place, research organizational psychologists weigh it against illustrations or diagrams collected from competitors in an effort to calculate possible and future performance.

Statistical results can be of vast assistance to organizational psychologists because it provides stringent verdicts based on authentic investigation.

These findings prove to be much more accurate than assumptions because through this statistical analysis exists substantiation to back up projected interventions. Uses of Organizational Psychologists in the Workplace The demographics within the workforce is constantly becoming more diverse in terms of race, cultural backgrounds, gender, and gender so the need for

unbiased intervention is significantly important to ensure employee efficiency and continued cohesion. Organizational psychologists use a systematic, data-based approach to studying organizational processes and solving organizational problems? (Jex, 2008, p. 3). Many benefits exist in the use of organizational psychologists within the workplace. One such advantage is cost efficiency. These psychologists inspect causes of and generate methods of improvement in the areas of organizational safety, interoffice discord, employee appraisal methods, coworker relations, and managerial measures (Jex, 2008).

They are useful in the assistance of aligning worker's ethical standards with organizational expectations. Once these prove to remain on the same plain, goals for and direction toward future success then put into implementation. Organizational psychologists can let go of personal biases and separate themselves from vested interests to pinpoint effectively company needs and areas of improvement (Grupe, 2008). Companies benefit from these professionals through the continued guidance and program suggestion they provide. Their main focuses lie within the up keeping of organizational morale and maintaining employee contentment. Through the successful implementation of proposed programs, corporations can unquestionably save money because of lower turnover rates; decrease the number of employee call offs averaged facility-wide; successfully carry out large-scale changes in policies with less resistance; and create a more contented workplace environment.

Conclusion In conclusion, the role of an organizational psychologist in the workplace can prove to be beneficial if properly exploited and seized. More <https://assignbuster.com/definition-of-organizational-psychology-assignment/>

workplace environments are diversifying their workforce which, in most cases, can lead to additional conflicts and tension. Furthermore, the recognition of areas necessitating enhancement and successful implementation of improved procedures necessitates an unbiased individual, or group of individuals, to research properly, and suggest intervention efforts.

The employment of organizational psychologists and appreciation of their research methodologies can ensure a pleasurable working environment that will resonate to all customers served. References Grupe, A. (1998).

Organizational psychologist organizes thoughts into book. San Diego Business Journal, 19(9), 10. Retrieved from MasterFILE Premier database.

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