

Organizational industrial psychologist

Profession



**ASSIGN
BUSTER**

Industrial/Organizational psychology refers to a branch of psychology concerned with offering solutions to challenges as well as problems facing the modern organizations. Industrial/ Organizational psychology refers to a branch of psychology which mainly concerns itself with offering solutions to challenges as well as problems facing individuals or workers at their workplace. The professionals in this field otherwise referred to as industrial/organizational psychologists are also involved in exploring complex issues concerned with employee productivity and performance (Yeung & Monsell, 2003).

According to (Kuther, & Morgan, 2006), industrial / organization psychologists have a role of applying psychology in their work place with aim of solving the numerous personal or organizational problems of psychological nature. These may include issues such as retirements, losing jobs, transfers which involve relocating to hardship zones or even temporary separation from loved ones, change of careers as well as issues related to employee-employer relations.

Industrial / organizational psychologists are concerned with issues aimed at bringing about job satisfaction for the employees through a better understanding of human behavior (Rubinstein, Meyer, & Evans, 2001). Additionally, industrial/ Organizational psychologists assist the employers in the selection process in order to ensure that, an organization only recruits the best in the market, by helping employees to adapt well to the workplace as well as helping employers to recruit the best, into the workplace.

Industrial /organizational psychologists can be said to form a very important and crucial part of the organizational structure. Usually, industrial/organizational psychologists rely upon a number of tools and instruments to carry out their duties. Notably, industrial psychologists use special tests, surveys, as well as training programs in order to achieve their aims. Apart from working in companies and in the manufacturing industries, industrial/organizational psychologists offer their services in institutions such as universities where by they are primarily concerned with designing of training courses.

Besides the above, organizational / industrial psychologists aid organizations to deal with pertinent issues which usually come up in organizations thus threatening the very existence of the same. Such may include challenges in the work place such as, discrimination, favoritism, as well as poor relations or negative organizational culture. For one to qualify for the profession, it is mandatory that, one is a graduate, and besides that, a holder of a master or PhD degree.

Depending on ones level of qualifications, remuneration slightly varies from organization to organization, but the profession can be termed as highly lucrative. For one to advance to a higher level for instance master or PhD, in most cases, an undergraduate training in a psychology major is necessary for one to be admitted into the course. This is mainly because organizational/industrial psychology profession mainly builds onto psychology courses as well as knowledge. Another useful skill needed in the profession is the knowledge of statistical and research methods.

These are particularly important and relevant in that, industrial psychology as a profession dealing with organizational issues often requires the use of empirical studies to solve challenges at the work place. Usually most challenges do require the application of research methods or surveys in order to offer solution and answers to pressing questions (Rubinstein, Meyer, & Evans, 2001). As an organizational / industrial psychologist, one is also required to possess sound knowledge and skills in the use of computers.

This is very necessary in that, interpretation of research data is best carried out with an aid of statistical software while at the same time most of the presentations done by the organizational/industrial psychologists as well as the preparations which precedes presentations requires sound computational skills. Over and above all, industrial/organizational psychology demands strong communications skills. The most surprising thing about an organizational /industrial psychology profession is the fact that it is possible for one to work in different organizations as well as companies.

While there are hundreds of opportunities available for academicians in the field, more exist for non academicians who may involve practitioners and consultants. While academicians who are primarily professors are involved in teaching in universities or colleges, the non-academicians organizational psychologists usually research and work for private companies, government departments and other organizations where their services may be required (Yeung, & Monsell, 2003).

The most surprising element for the organization/industrial psychology is the fact that, professionals in the field are rarely supervised and the level of

autonomy involved is quite amazing. The other surprising thing about the profession is the fact that, the very high qualifications required before one can be enrolled for the course epically in the graduate schools. Finally, it is worthy noting that, the profession requires commitment and however lucrative it may seem, it requires high discipline and commitment for one to be successful.