

AN OVERVIEW OF INDUSTRIAL PSYCHOLOGY

In this chapter we, consider the meaning of industrial psychology by focusing on its origin, the key contributors to the discipline, and then discuss the relevancy of industrial psychology to management of human resources in the organizations.

Objectives

After studying this section, you should be able to:

- Describe and explain the meaning and origin of industrial psychology
- Discuss the applicability of industrial psychology to modern organizations
- Explain the different working fields where industrial psychologists can apply their knowledge and skills.

Introduction

History and Context of Industrial Psychology

Industrial psychology is concerned with the social and psychological environment of the work place. Its concern to social environment is that the attitudes and employee work behaviors are influenced by the social climate of the organization and the psychological characteristics of members.

Industrial Psychology is a branch of psychology which focuses on behaviors of human resources in organizations. Industrial Psychology is also known as organizational psychology, work psychology, occupational psychology, or personnel psychology. It is the study of the behavior of people in the workplace. Industrial psychology seeks to predict, measure, understand and explain the behavior of human resources in the organization.

Industrial psychologist applies psychological knowledge and methods to aid workers and organizations. Industrial psychologists who work for an organization work in the HR (human resources) department.

Industrial psychology is a diverse field incorporating aspects of disciplines such as social psychology, personality psychology and psychometrics, vocational psychology, Development management among others. As a diverse applied field, which seeks to predict and understand the behavior of individuals it has gain its influences in organizations as a discipline which help to understand people and then be able to work with them to improve organizational performance. Many industrial psychologists specialize in one of the following aspects: psychometrics; quality; employment law; personnel selection; training; leadership, selection, coaching and development; organizational design and change. Many of these activities are referred to as *talent management*. Some Industrial psychologists are academicians (working in businesses, Human Resource Department and psychology departments) while many others are engaged in practice, holding positions such as the following:

- executive coach
- diversity consultant
- legislative compliance officer
- labor relations specialist
- human resources specialist

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