

What is a psychology -

The word psy.
comes from latin word "psychologia"
psycho + logy.

(mind + study)

Psychology is defined as the study of
man & his behaviours with aid of Scientific
Methodology.

The scientific study of human mind &
its functions.

Psychology uses many scientific methods
to collect facts about human
behaviour & its attempts to understand
Methods like experiments, observation,
surveys, field study, developmental
Methods, case study etc.

Industrial / Organisational Psychology -

Industrial / Org. psy draws upon the
facts, generalisations & principles of psy.
It uses the methods prescribed in
parent body. Because it applies the technique
of psy to the industrial scene & the
problems confronting it.

I/O psy is simply the application

or extensions of psychological facts & principles to the problems concerning human beings operating within the context of business & industry.

The most imp aspect of M/O. psy is its discipline. It clearly recognizes that scientific conclusion must be objective & based upon facts gathered as a result of a defined procedure. (It does not treat assumptions) & hypothesis as if it is conclusions.

Definitions.

/// Polum & Naylor (1968) - "The application of extension of psychological principles to the problems concerning human beings operating within the context of business & industry."

/// C. S. Myers - "The aim of org. psy is primarily not to obtain greater production or output but to give workers 'greater ease at his work'."

/// Thomas Marshall - "I/O P is concerned with the study of human behaviour in those aspects of life that are related to 'prod', 'dist' & use of goods & services of our civilisation."

Characteristics of OP

1. Systematic Study : OP is the systematic study of human behaviour, concerned with collecting the information regarding the human behaviour at work. What are the different factors which affect the work of an individual either they are personal or related to working condition.
2. Research :- OP is not concerned with administration. They are the part of the research. Whatever information gathered from the work should be implemented & the personnel administration is the application of such research.
3. Functional applied : it is concerned with the application of information about human behaviour to the various problems of industrial human life.
4. Human Engineering : it studies the varied method of performing manual operation for the better utilisation & the least waste of effort through human engineering.

Scope of OP

1. Scientific selection of workers :- OP offers a whole arrangement of test which as systematic depth interview & psychological test of intelligence aptitude, skill, attitude & interest, the personal characteristic. By test candidate we measured &

properly selection & places on job

2. Proper division of work : One of the scope of IP is work should be properly divided according to the abilities, skill, aptitude of the workers, so they feel comfortable & satisfied. It may also lead higher productivity.

3. Minimise the wastage of human :- OP is to minimise the wastage of human power. It study psychology factors causing fatigue or accident & give feasible suggestion to prevent them. The technique of motivation & moral are used for the purpose.

4. ^{Humanizing} Performing Labour Welfare : Promotes the welfare of the labour by introducing adequate working time, through which job satisfaction, work efficiently \uparrow & provision of higher uncertainty.

5. Human enhancement relation : Human relation are the relation among individual in an org. & group behaviour that emerge from their relation. Most of problems arise in the industries are connected to human relation. If worker feel ease motivated, productivity will be high.

Scope / Areas of I/O Psychology.

Selection & Placement of Personnel. -
Personnel Development. - - Training & Dev.
- Performance appraisal
- Employee counselling.

Human Engineering - Equipment & product Design.

Productivity Study - activities concerned with ~~big~~ fatigue, job satⁿ.

Improvement of Morale. -

Determination of wage structure. -

Motivation of personnel. -

Accident prevention. -

Developing I.R. -

Performing labour welfare. -

Proper division of work. -

Problems of I/OP

- ✓ 1. Need of specialist
- ✓ 2. Resistance to change
- ✓ 3. Communication barrier
- ✓ 4. Non-adaptability by small business
- 5. It is an applied science
- ✓ 6. Consume time
- ✓ 7. Involves high cost (both psychologist)
- ✓ 8. Diversified workforce
- 9. Political interference
- ✓ 10. Poor IR
- ✓ 11. Reduce interest of top mgt.