



UNIT 1

BY- SIMRAN SHERIFANI

I-O PSYCHOLOGY

According to Wikipedia:

Industrial and Organizational Psychology (I-O Psychology), an applied discipline within psychology, is the science of human behaviour in the workplace.

I-O PSYCHOLOGISTS

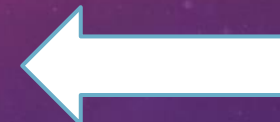
I-O psychologists are trained in the scientist–practitioner model. As an applied field, the discipline involves both research and practice and I-O psychologists apply psychological theories and principles to organizations and the individuals within them. They contribute to an organization's success by improving the job performance, wellbeing, motivation, job satisfaction and the health and safety of employees.

MAJOR SIDES OF PSYCHOLOGY

INDUSTRIAL



I-O
PSYCHOLOGY



ORGANIZATIONAL

Involves looking at how to best match individuals to specific job roles.

Focused on understanding how organizations affect individual behaviour.

SIX KEY SUBJECT AREAS

EMPLOYEE SELECTION

ERGONOMICS

ORGANIZATIONAL DEVELOPMENT

PERFORMANCE MANAGEMENT

TRAINING AND DEVELOPMENT

WORK LIFE

TOPICS ADDRESSED BY INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY EXPERTS

**EMPLOYEE
MOTIVATION**

**EMPLOYEE
TESTING**

LEADERSHIP

**PRODUCT
DESIGN**

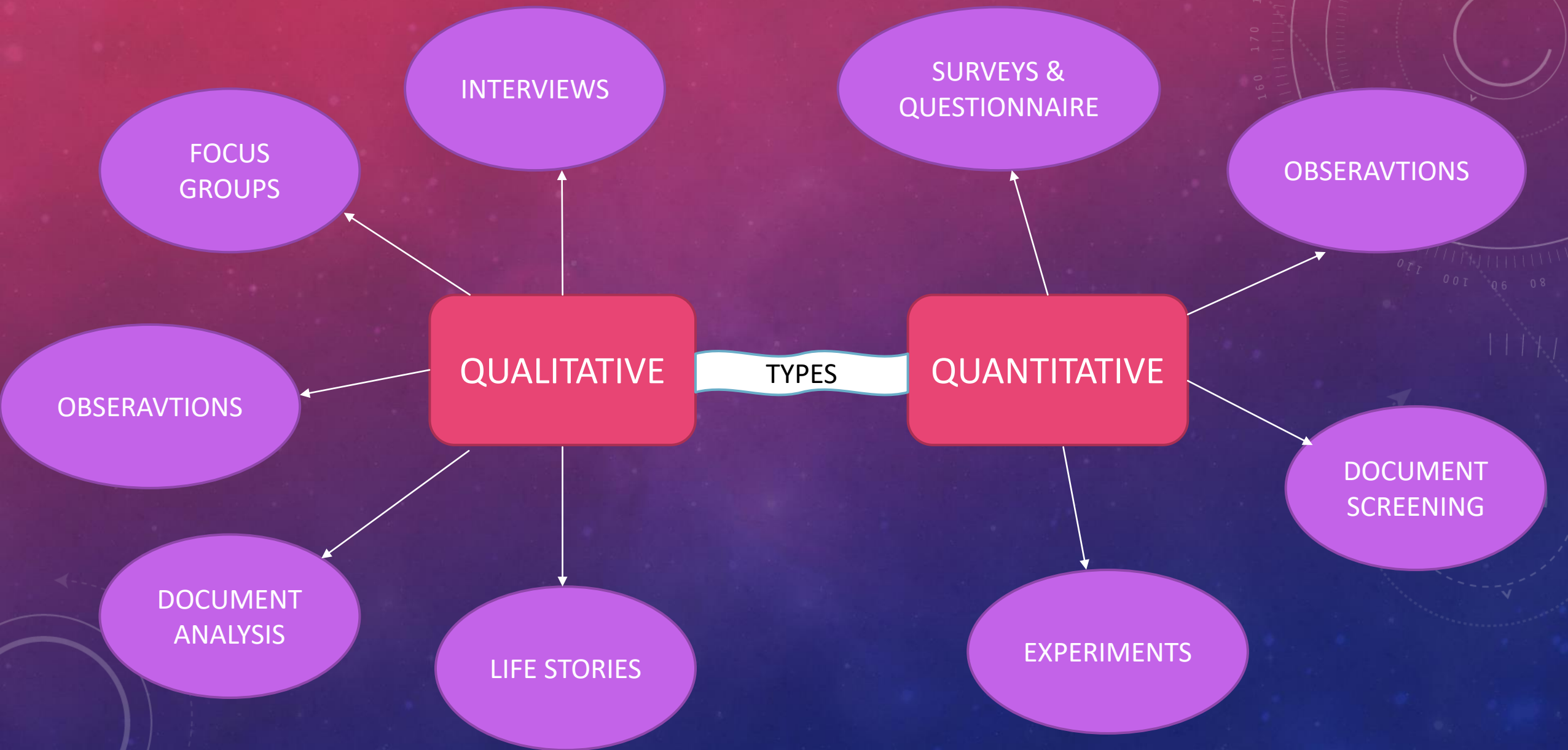
**WORKPLACE
DIVERSITY**

**WORKPLACE
PERFORMANCE**

WHAT IS RESEARCH?

Research is "creative and systematic work undertaken to increase the stock of knowledge" It involves the collection, organization and analysis of evidence to increase understanding of a topic.

RESEARCH METHODS



STATISTICS

Statistics is the science concerned with developing and studying methods for collecting, analysing, interpreting and presenting empirical data.

METHODS OF STATISTICS

DESCRIPTIVE

**Summarizes data using
mean & median**

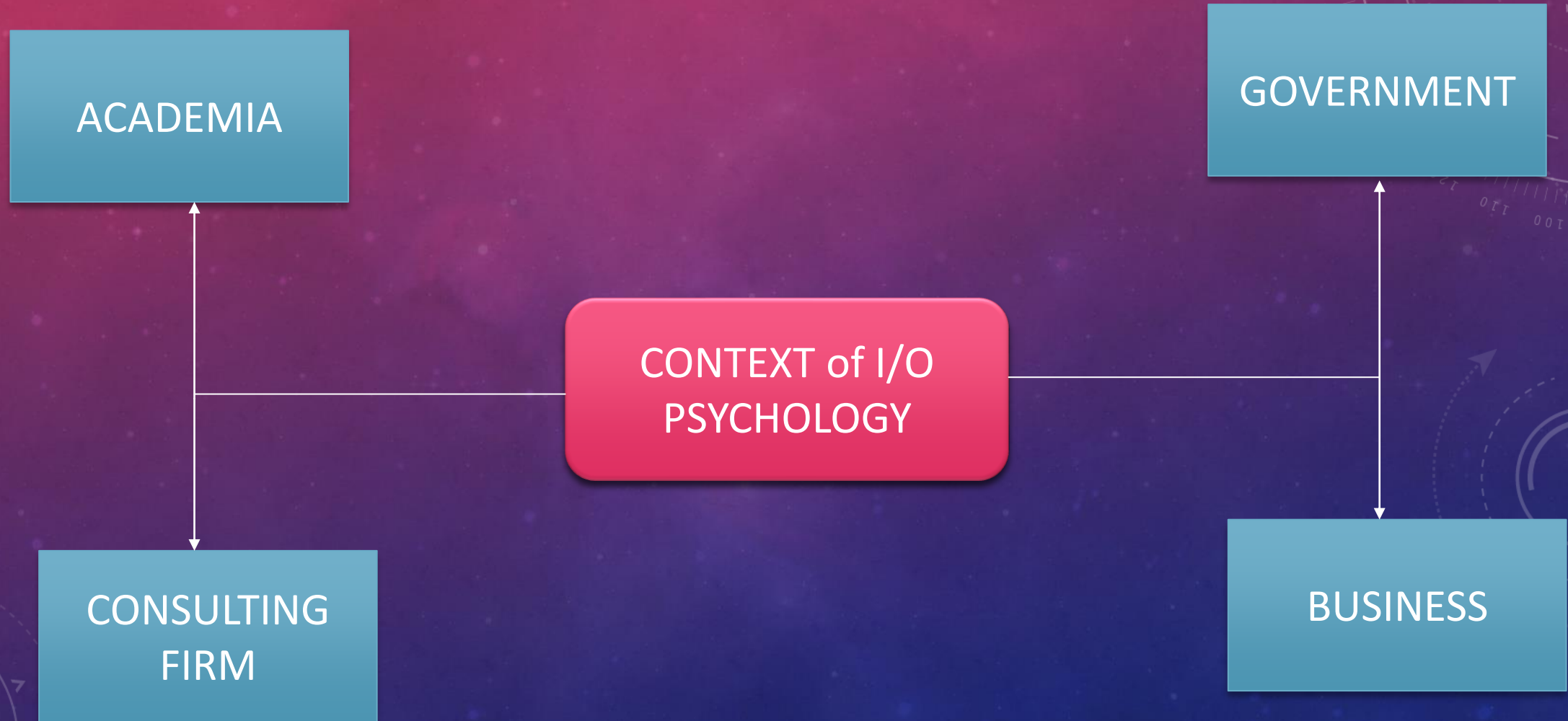
INFERENTIAL

**To draw
conclusions**

EVIDENCE-BASED PRACTICE



CONTEXT OF INDUSTRIAL PSYCHOLOGY



JOB ANALYSIS

DETERMINATION



REQUIRED
KNOWLEDGE,
SKILLS & ABILITIES

IMPORTANCE

COMPETENCY MODEL

A competency model is a collection of competencies that together define successful performance in a particular work setting. Competency models are the foundation for important human resource functions such as recruitment and hiring, training and development, and performance management.



JOB EVALUATION

- A job evaluation is a systematic way of determining the value/worth of a job in relation to other jobs in an organization. It tries to make a systematic comparison between jobs to assess their relative worth for the purpose of establishing a rational pay structure.

JOB ANALYSIS

```
graph TD; JA[JOB ANALYSIS] --> QA[Quantitative /Analytical]; JA --> QNA[Qualitative/ Non-Analytical]; QA --> PRM[Point-Rating Method]; QA --> FCM[Factor Comparison Method]; QNA --> RM[Ranking Method]; QNA --> JCGM[Job Classification or Job Grading Method];
```

Quantitative
/Analytical

Qualitative/
Non-Analytical

Point-Rating
Method

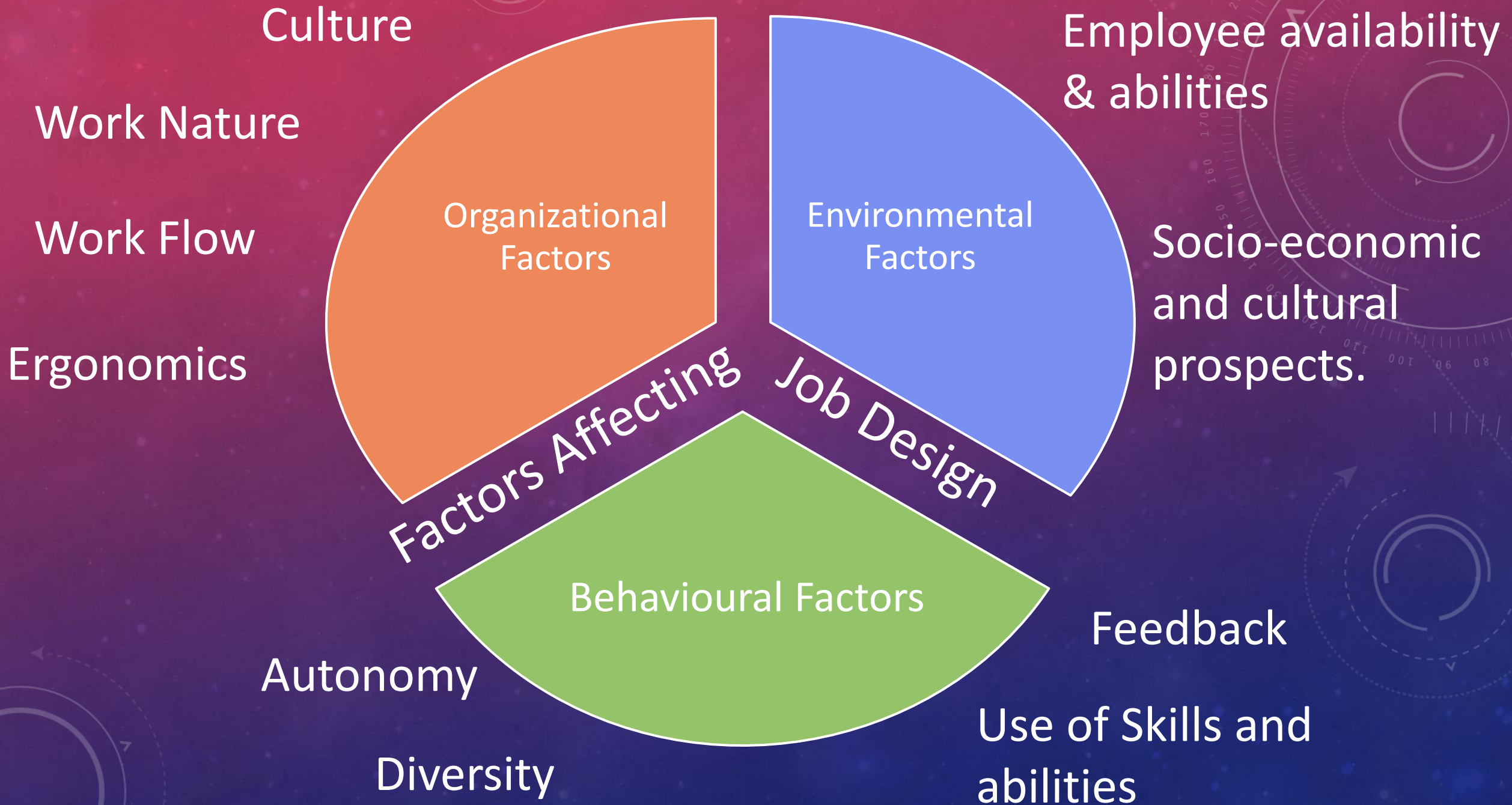
Factor
Comparison
Method

Ranking Method

Job Classification
or Job Grading
Method

JOB DESIGN

Job design refers to what, how much, how many, and the order of the tasks for a job. It organizes the job's tasks and functionalities for maintaining better relationships among the levels of the organizational chain.



EMPLOYEE WELL-BEING

Employee wellbeing is defined as the overall mental, physical, emotional, and economic health of your employees. It's influenced by various factors such as their relationships with co-workers, the decisions they make, and the tools and resources they have access to. Hours, pay, and workplace safety also have a significant impact on employee wellbeing.

5 WAYS IMPROVE EMPLOYEE WELL BEING

- Identify possible drivers of stress.
- Implement employee mental health programs.
- Encourage Mindfulness in the workplace.
- Offer fun activities to recharge employees.
- Recognize employees for their hard work.

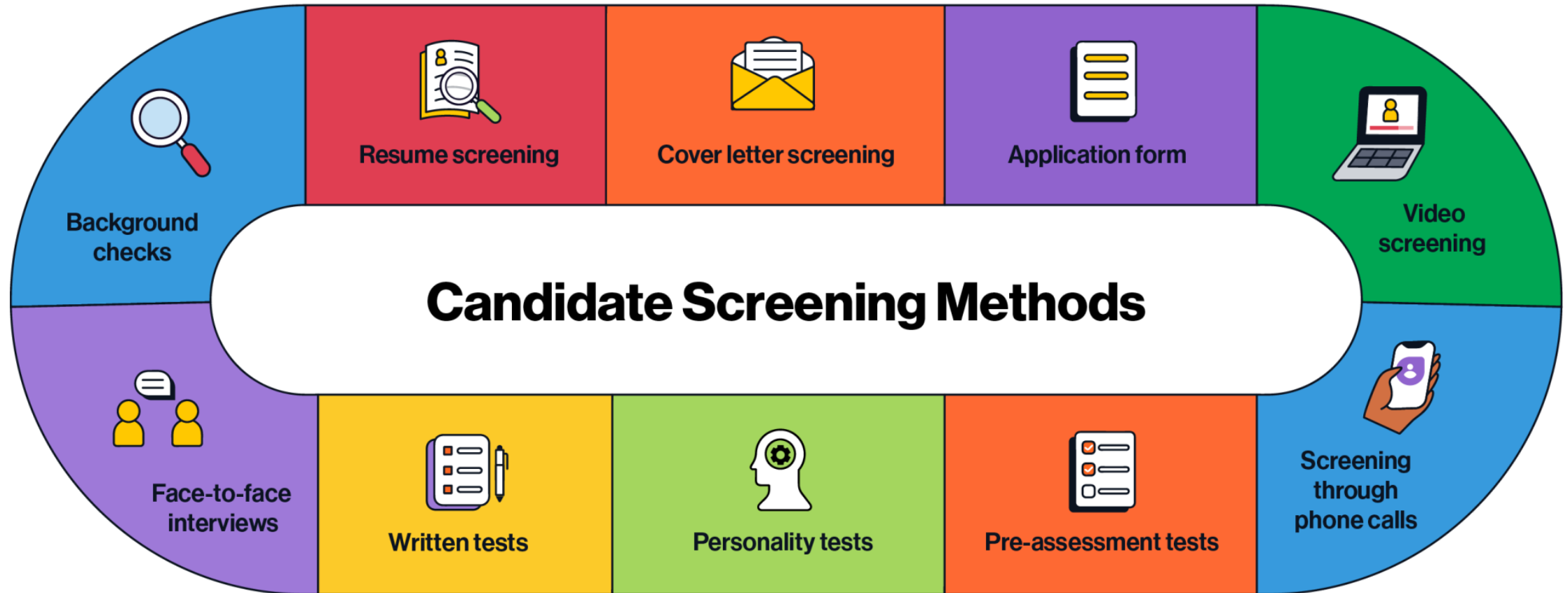
RECRUITMENT

Recruitment refers to the process of identifying, attracting, interviewing, selecting, hiring and on-boarding employees. In other words, it involves everything from the identification of a staffing need to filling it. Depending on the size of an organization, recruitment is the responsibility of a range of workers.

CRITERIA FOR EVALUATION EMPLOYEE

1. Objective performance criteria involve the measurement of some easily quantifiable aspects of job performance, such as the number of units produced, the dollar amount of sales, or the time needed to process some information.
2. Subjective performance criteria consist of judgments or ratings made by some knowledgeable individual, such as a worker's supervisor or co-worker. These criteria are often used when objective criteria are unavailable, difficult to assess, or inappropriate.

SCREENING METHODS



The background features a vertical gradient from deep blue at the bottom to magenta at the top. Overlaid on the left side are several white circular and semi-circular patterns. A prominent circular scale with degree markings (40, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260) is visible. Other elements include concentric circles, dashed lines, and arrows, some of which are partially cut off by the frame. The overall aesthetic is technical and modern.

THANK YOU!!