

Organisational Psychology

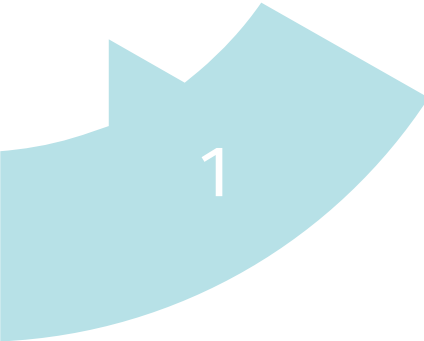
Stacey Coleman



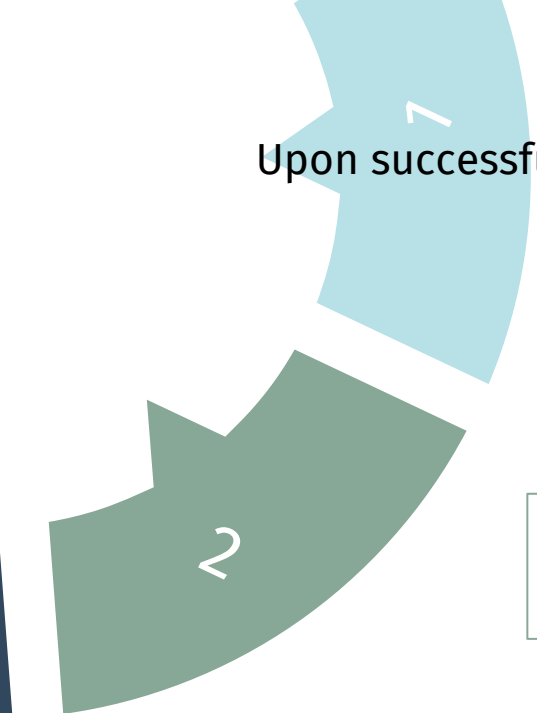
Module Outcomes

Upon successful completion of this module, students should be able to:

- Understand psychological issues within organisations and explore challenges faced by employees in contemporary work settings;



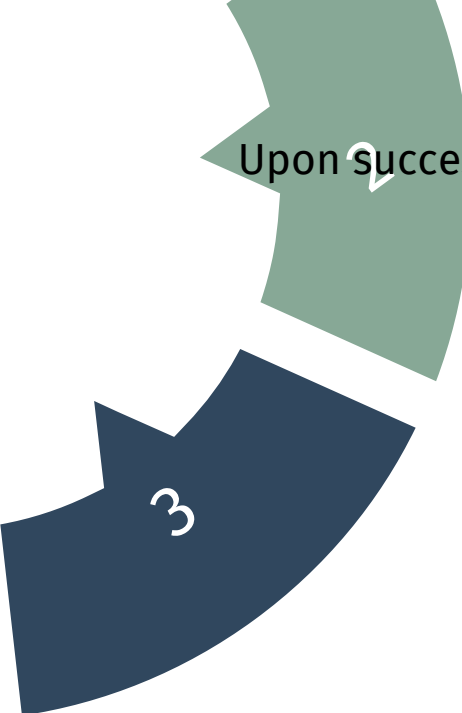
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Module Outcomes

Upon successful completion of this module, students should be able to:

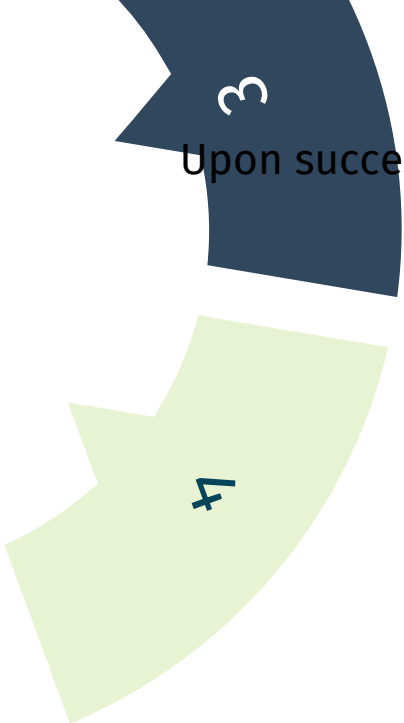
- Demonstrate critical reflection on their existing strengths and required future development within a work setting;



Module Outcomes

Upon successful completion of this module, students should be able to:

- Critically evaluate theory and research concerning the relationship between individual differences and behaviour/performance at work;



Module Outcomes

Upon successful completion of this module, students should be able to:

- Take responsibility for their own learning and skill development, including effective personal planning, self-reflection and project management skills.

Assessments



2,500 word qualitative research report

Exploring employee perceptions of self-expression in work.



15-minute individual presentation

Reflection upon work experience placement

Module Content

Full lecture schedule on Moodle



Individual

Remote working and WLB
Workaholism and well-being
Personnel selection and
psychometric assessment
Stress



Organisational

Remote working
Personnel selection and
psychometric assessment
Organisational culture



Group

Bias in the workplace
Leadership
Sports performance



Module Content: Understanding the Future of Work

How are technological, social and
organisational changes reshaping
modern work?



Reading

Any set readings are to be completed before each weekly session

Voluntary work

No missing scheduled sessions for placement activity

Ask questions

Ask for clarification and think critically

**Module
Expectations**



What is Organisational Psychology?

Terminology

1

Occupational Psychology

Generally used in the UK.

An area of applied psychology concerned with human behaviour in work and organisational settings

2

Industrial Psychology

Focus is on areas of employment and processes within organisations that create a successful environment, including individual differences and their effect on performance

3

Organisational Psychology

Slightly more theoretical and considers processes that are related to human behaviours and interactions within the workplace. Attempts to understand roles within an organisation and its function in society.

The British Psychological Society (BPS)

Occupational Psychology focuses on the performance of people at work and how individuals, small groups and larger organisations behave and function. Its aim is to both increase workplace efficiency and improve the job satisfaction of workers.

Five Core areas of Occupational Psychology (BPS)

- Psychological assessment at work
- Learning, training and development
- Leadership, engagement and motivation
- Well-being and work
- Work design, organisational change and development

Topics such as *diversity, gender, fairness and culture* also relevant, and contained within the knowledge areas above.

Becoming an Occupational Psychologist



Accredited UG

BPS accredited undergraduate degree with GBC (minimum 2:2)



MSc Occ Psych

Society accredited Masters in Occupational Psychology



Stage 2

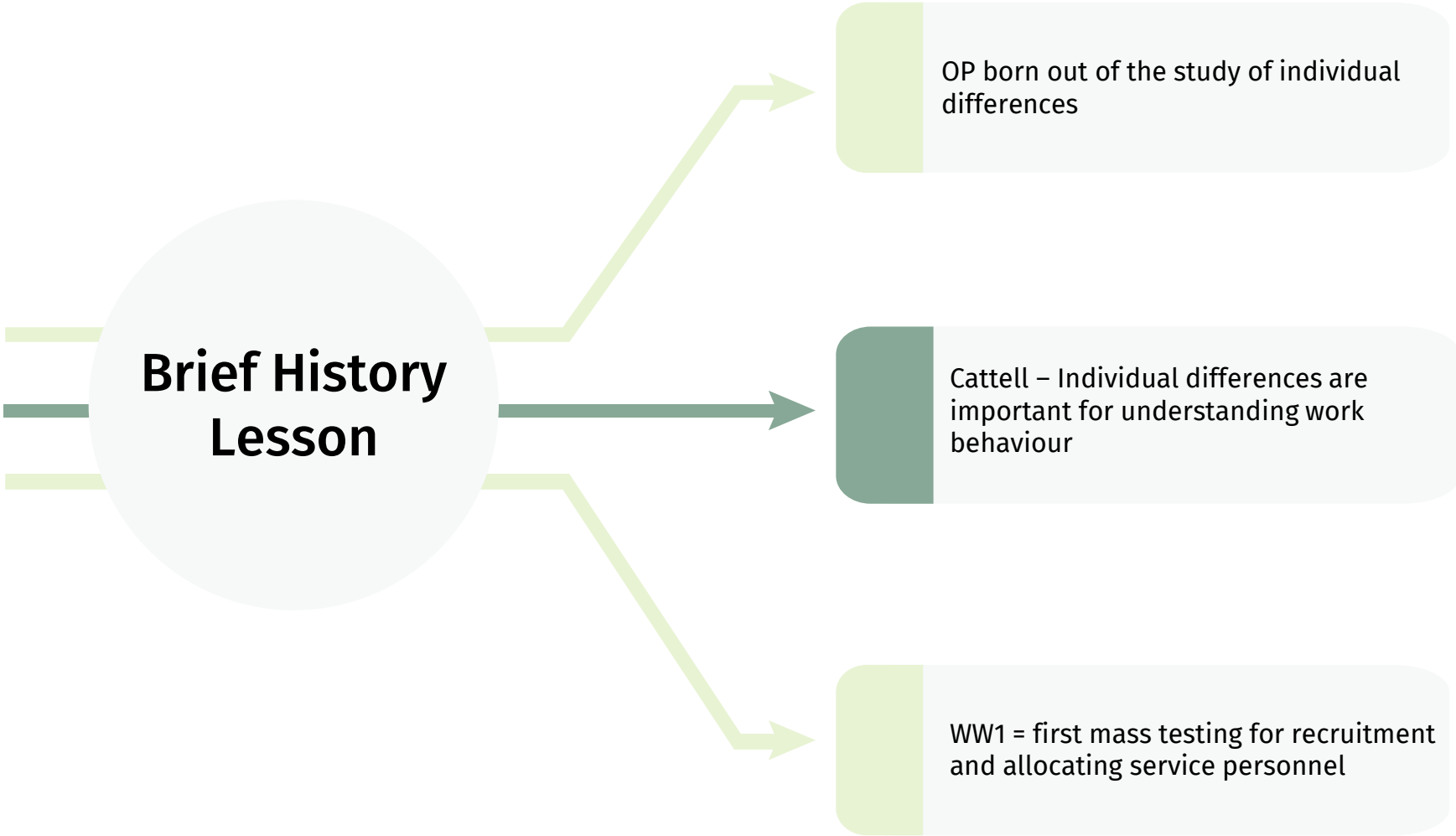
Stage 2 of Society's Qualification in Occ Psych (2 years supervised practice)



HCPC

To use Occupational Psychologist title, must be registered with the Health and Care Professions Council

Occupational Psychologist title protected in law



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graph LR; A((Brief History Lesson)) --> B[OP born out of the study of individual differences]; A --> C[Cattell – Individual differences are important for understanding work behaviour]; A --> D[WW1 = first mass testing for recruitment and allocating service personnel];
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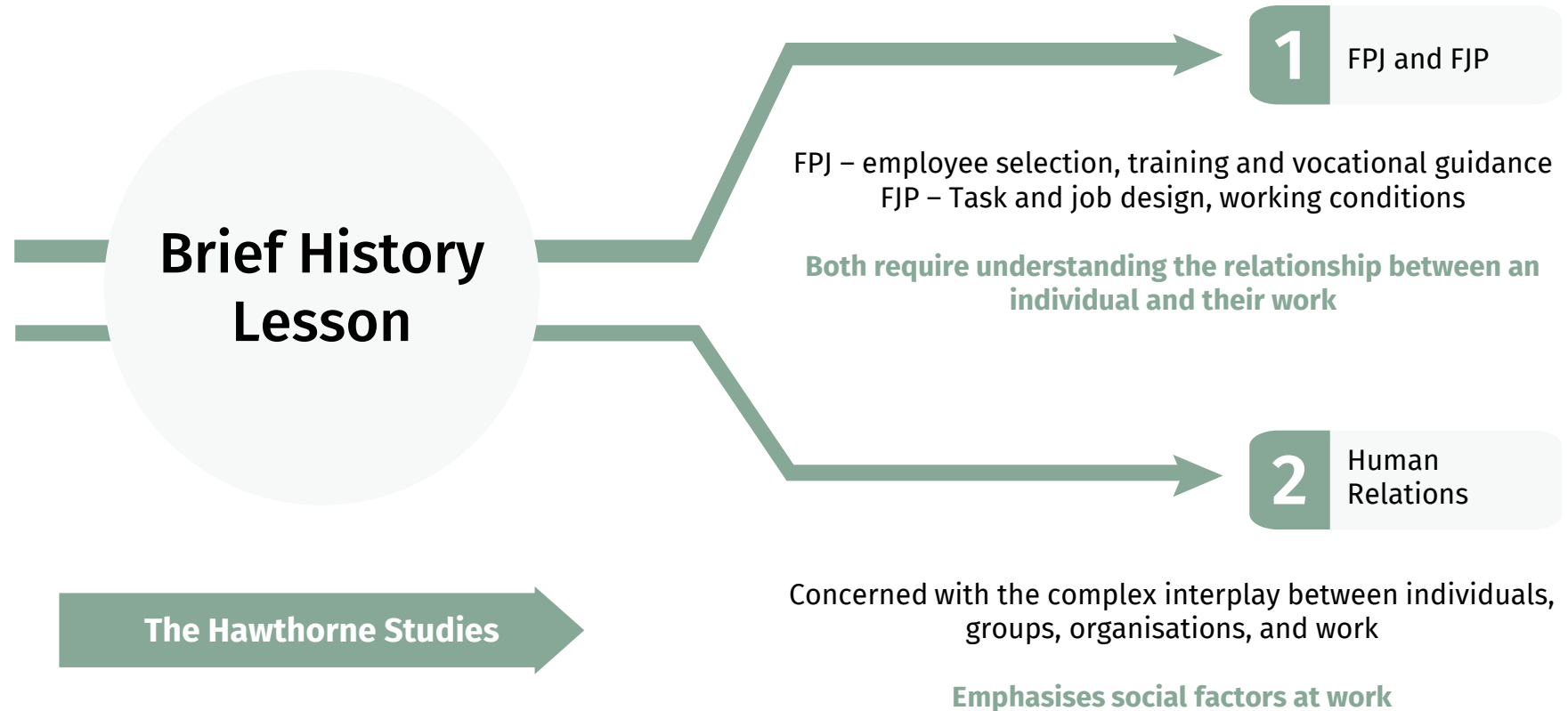
Brief History Lesson

OP born out of the study of individual differences

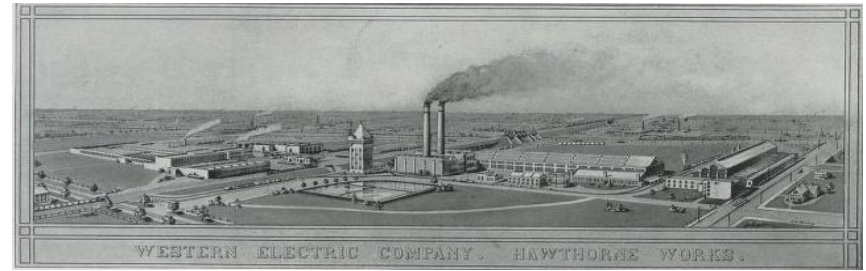
Cattell – Individual differences are important for understanding work behaviour

WW1 = first mass testing for recruitment and allocating service personnel

At least two distinct roots to the origin of occupational psychology



The Hawthorne Studies



Mayo and Roethlisberger (1924)

Originally designed to assess the effect of lighting conditions on productivity.



Experimental group

Changes in lighting
conditions



Control group

No changes in lighting
conditions

The Hawthorne Studies: Findings and Conclusions



From Factories to AI

1900's

Manufacturing and manual labour

Long-term careers with one employer

Standardised working hours

Focus on efficiency and productivity

Today

Knowledge-based work

Hybrid and remote working

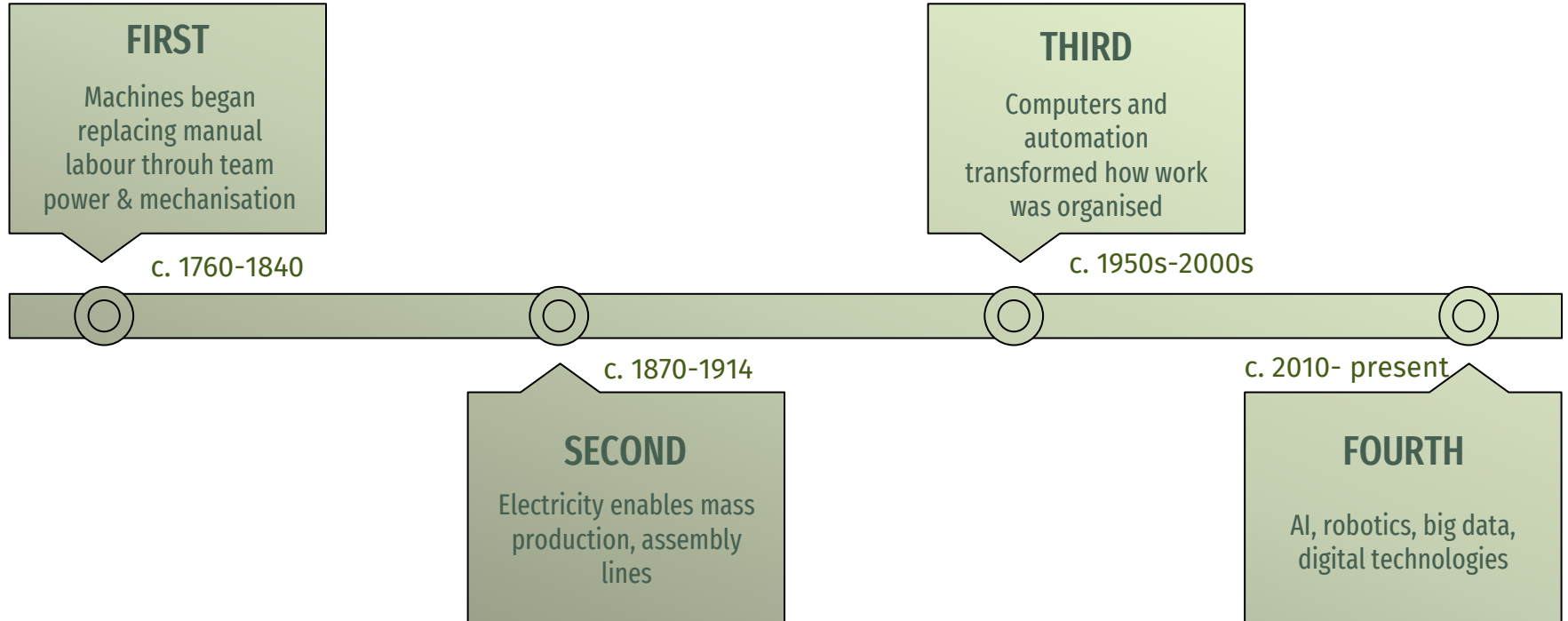
AI-assisted decision making

Portfolio careers and career changes

Greater focus on wellbeing and meaning



Evolution of Work: Industrial Revolutions



During the First Industrial Revolution, people worried machines would take jobs. Today, people worry AI will take jobs. Are these concerns different, or are we repeating the same debates in a new form?



What do you think is the biggest challenge facing workers today?

How do we make sure work remains productive, meaningful and healthy for people?



AI and the Future of Work

AI is changing:

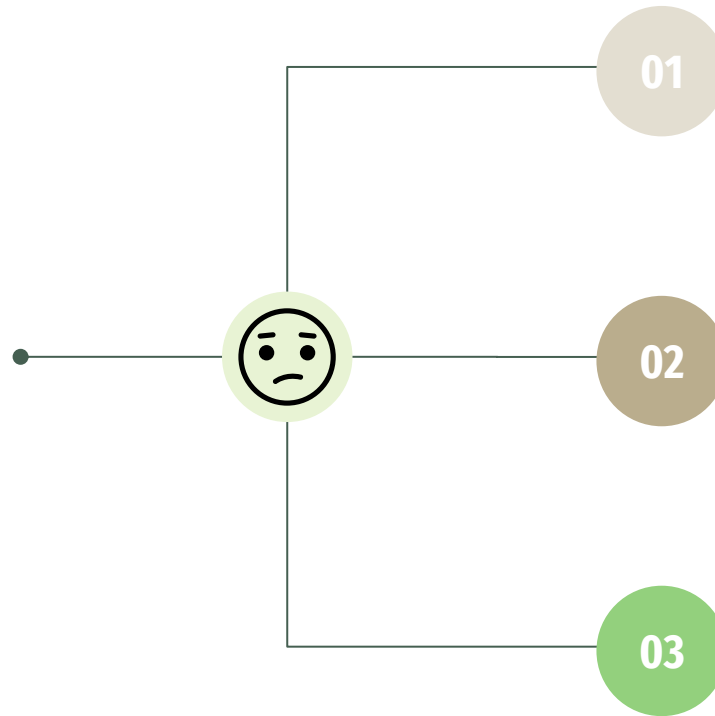
Recruitment and selection

Performance management

Training and development

Customer service roles

Admin work



Job displacement

Inc. reskilling and upskilling

Employee trust

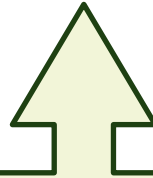
Surveillance and monitoring, fairness and bias

Well-being

Technostress

Technology changes quickly...

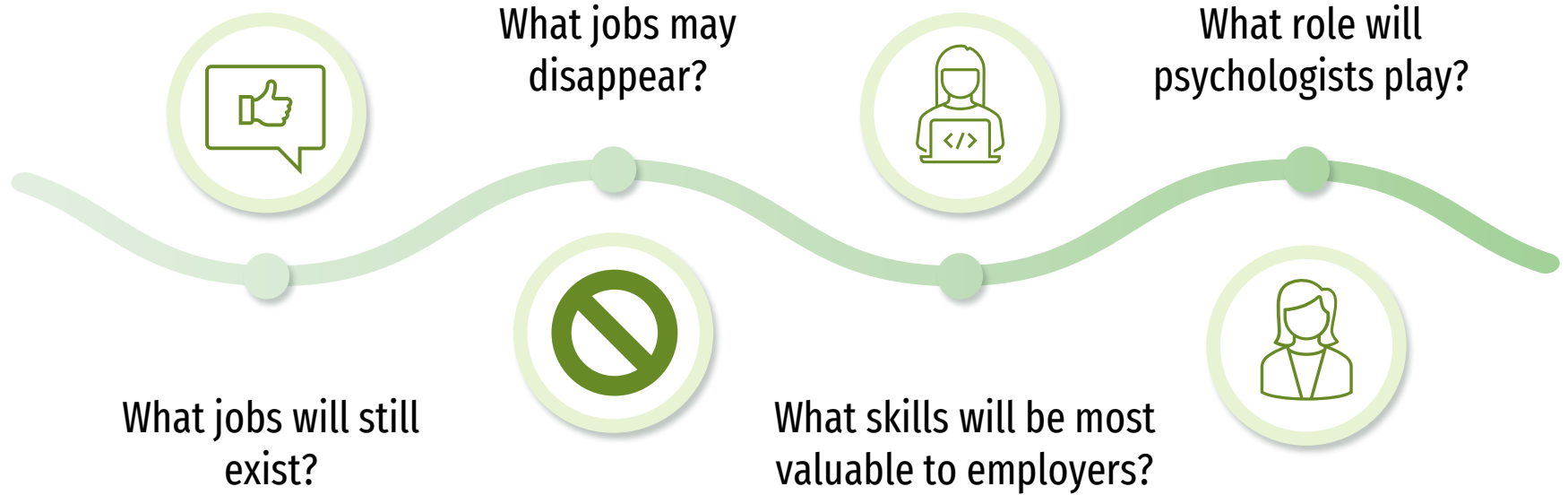
People don't change as quickly...



Technology isn't the challenge. The challenge is getting people to engage with it, trust it, and use it effectively.

Success or failure often depends on human behaviour rather than technology itself

The Future of Work: 2040



Assessments



1: Qualitative report

Proforma 26-27

2: Presentation

Proforma 26-27