**WORK AND ORGANIZATIONAL PSYCHOLOGY LESSON**

**Organizational Psychology**

## What is organizational psychology?

In simple terms, organizational psychology studies human behavior in the workplace. It focuses on evaluating individual, group, and organizational dynamics and using that research to identify solutions to problems that improve the well-being and performance of an organization and its employees.

Organizational psychology is primarily concerned with aligning the interests of the company and the needs of its workforce. Its objective is to improve employees’ quality of life and conditions to achieve outstanding performance and efficiency.

Organizational psychologists study how decisions are made, how effective organizational communication is, and how team members interact and collaborate. Knowing the answers to these questions and many others helps business owners assess where to change systems and dynamics to make their business work better.

## Benefits of Organizational Psychology :

### For the companies

Implementing an organizational psychology program offers numerous benefits for a company, since it is a field of psychology that tries to maintain the interest of the company and its employees jointly and beneficially. In addition, it performs conciliation functions between the two.

The objective of this area is to propose strategies to strengthen the organizational culture. This contributes to creating a healthy environment, which significantly increases productivity and employee commitment. Therefore, this would imply a reduction in turnover costs and new hiring processes.

### For employees

The tasks performed by organizational psychology are responsible for helping to solve problems more efficiently. On many occasions, they even have the help of the employees themselves so that they feel part of the solution.

In addition, this area also reflects an improvement in employees’ quality of life. Psychologists try to know their preferences and promote measures that allow them to opt for a greater reconciliation with their personal life, career plans, relationship with their co-workers, etc., allowing them to be more comfortable with their work.

## Organizational psychology main areas :

The main areas of organizational psychology are:

### Recruitment

Organizational psychology help the human resources department develop the hiring and personnel selection processes, including job advertisements, the definition of essential qualifications, and the development of selection evaluations.

### Employee training and development

Industrial psychologists conduct job analyzes in which the skills and abilities needed to perform a specific job effectively are determined. The information and insights gained from these analyzes are used to develop and evaluate employee skills development and training programs.

### Employee satisfaction and work-life

Organizational psychology deals with job satisfaction, work motivation, health, safety, and well-being of employees.

In this sense, the role of this area of psychology is to assess the well-being and happiness of employees at work, find ways to improve the workplace culture and apply programs to reconcile work and family life, if necessary.

### Performance evaluation

Organizational psychology helps organizations measure and manage employee performance by developing and conducting performance appraisals, identifying skill gaps, and providing feedback and recommendations.

### Organization development and management

Organizational psychology is also concerned with organization structure and performance. An organization requires this area to determine the degree of efficiency, productivity, and profitability and help make decisions related to the organization’s work culture and structural changes.