

Building a Career in Work and Organization Psychology

بناء مستقبل مهني في علم النفس العمل والتنظيم

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Abstract:

Work and organization psychology is the science that seeks to create all the material, psychological and social conditions that ensure raising the productive efficiency of the individual and the group by solving the issues facing individuals based on the foundations and principles of psychology. Work and organizational psychology is the latest branch of applied psychology that aims to raise the productive efficiency of the worker by solving issues in the field of industry and production in organizations in a scientific and humanitarian manner. Organizational psychology studies human behavior in the workplace.

Our article aimed to identify the fields of work and organization psychology, in addition to showing the possibility of building a successful career in this discipline, whether in economic, security, and health service institutions. In addition to showing its place in the academic environment, especially in the field of higher education through teaching at the university after obtaining a doctoral degree in order to form manpower capable of heading organizations.

Keywords: Psychology; organizational psychology; psychology of work and organization; organization.

ملخص: يسعى علم النفس العمل والتنظيم إلى تهيئة كافة الظروف المادية والنفسية والاجتماعية التي تكفل رفع الكفاءة الإنتاجية للفرد والجماعة عن طريق حل المشكلات التي تواجه الأفراد استناداً إلى أسس ومبادئ علم النفس. يدرس علم النفس التنظيمي السلوك الإنساني في مكان العمل.

هدف مقالنا إلى تحديد ميادين علم النفس العمل والتنظيم إضافة إلى تبيان امكانية بناء حياة مهنية ناجحة في هذا التخصص سواء كان ذلك في المؤسسات الاقتصادية والأمنية والخدماتية الصحية إضافة إلى تبيان مكانته في البيئة الأكاديمية خاصة في مجال التعليم العالي من خلال التدريس في الجامعة بعد الحصول على شهادة الدكتوراه من أجل تكوين إطارات قادرة على تسيير منظمات.

الكلمات المفتاحية: علم النفس؛ علم النفس التنظيمي؛ علم النفس العمل والتنظيم؛ السلوك؛ المنظمة.

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1-Introduction:

Organizational psychology is one of the applied branches of psychology, a dynamic discipline that involves the scientific study of people and practitioners and allows them to explore multiple topics in different areas related to the work environment. This specialization addresses work environment processes, such as selecting, training, and developing employees in an organized manner, encouraging them to the idea and importance of teamwork, and motivating them to move forward to become future leaders. The focus is also on identifying and knowing the principles of individual, groups, and organizational behavior, and then applying this knowledge to solve issues in the work environment. Organizational psychologists participate in a wide range of disciplines and rely in their training on the model of the practicing scientist. In addition, they work for the success of organizations through good selection of employees, training them well, improving their performance and guidance, providing them with incentives and promotion, maintaining their safety and occupational health, and taking care of their well-being.

2-The concept of work and organizational psychology:

The specialty of industrial-organizational psychology (also called I/O psychology) is characterized by the scientific study of human behavior in organizations and the work place. The specialty focuses on deriving principles of individual, group and organizational behavior and applying this knowledge to the solution of problems at work. (APA, 2021)

Industrial and organizational psychology is the science of human behavior related to work, applied psychological theories, the foundations of organizations and individuals in their workplaces, as well as issues related to the work and life of individuals in general. Industrial and organizational psychologists are trained under the scientist-practitioner model (a training program for applied psychology practitioners that produces applied psychologists with a foundation in research and scientific practice). These scientists contribute to the success of organizations by improving performance, motivation, job satisfaction, occupational safety and health, as well as the overall health and well-being of employees. Industrial and organizational psychologists conduct research on employee behavior and attitudes, and how these aspects can be improved through hiring practices, training and evaluation programs, and management systems.

Organizational psychology is an expansion of the field of industrial psychology. Before the seventies of this century, we find industrial psychology almost limited to the fields of industrial work and production, but now the new name of organizational psychology is a correction of its old name and an expansion of its jurisdiction to include all behavior or activity in all organizations. Therefore, work and organization psychology studies not only the human being at work on the production line. It is concerned with the university professor, the builder, the manager, the director, the administrator. It includes psychological issues in government, military, and social

organizations, and includes industrial social psychology. Which is concerned with the psychological issues that arise in all organizations with a focus on industrial and professional institutions with the aim of improving production or productivity and raising the level of satisfaction.

Two aspects characterize industrial-organizational psychology: Organizational Psychology and Industrial Psychology:

- **Organizational psychology:**

The organizational side of organizational psychology focuses on the success of organizational behavior by understanding how organizations affect individual and group behavior, the structure of the organization, social norms, management styles, and role expectations are all factors that can affect the behavior of individuals inside and outside the organization. (Cherry, 2025)

- **Industrial psychology:**

It is concerned with the industrial aspect of determining the compatibility of individuals with their roles in a specific job.

It assesses the characteristics of employees to create compatibility between individuals and jobs. In addition to training workers, setting performance standards and evaluating jobs.

3 -The importance of studying work and organizational psychology:

The importance of work and organizational psychology lies in the following:

- Improving the work environment in order to enhance employees' job production, and thus enhance their quality of life.

- Work on formulating training programs for employees to make them more effective in their work, and this science can evaluate the effectiveness of these programs.

- Identify a person's basic qualities that work distinctively in specific roles and skills. This science helps in selecting the best candidates and promoting them in companies and organizations .

- Examine organizational culture and develop effective communication, normative, and interpretive processes among all employees in the organization.

The current era is characterized by an increase in issues in the professional and economic fields due to the complexity of tasks, the intensity of work and the provision of scientific and technical models and their application without any prior study, which resulted in an increase in psychological and social issues. Therefore, the role of the

psychologist in the field of work has emerged. Which is represented in: Analyzing tasks, taking note of the institution's policy in the process of selection, guidance and employment, revealing the physical environment in the work atmosphere and the physical conditions that help accomplish the tasks as required, studying cases of fatigue, boredom, stress and psychological pressure and trying to reduce it. Interest in studying the motives of workers, revealing the issues of accidents inside the work, reflecting on the vocational guidance system, studying workers' attitudes, aptitudes and tendencies.

On the other hand, we find the study of morale among workers, studying issues that lead to the separation of work group and their transfer to other jobs, building psychological tests to contribute to the development of the work. Among the practical measures carried out by the psychologist: Removing factors of anxiety and tension between workers. Working to establish human relations within institutions, initiating the treatment of psychological disorders that appear in workers in their early roles, creating awareness among managers of institutions of the importance of forming good relations between them and workers and subordinates. (Alou, 2021)

4-The fields of work and organizational psychology:

-Job analysis: The process of job analysis is a technical process that requires analyzing work into all its components of tasks, responsibilities and relationships with other work and determining the title of the job, working conditions, skills and abilities required of those who occupy it, and we distinguish in this regard between the following concepts:

- **Job description:** It means determining the specifications of each job in terms of the duties and responsibilities.
- **Job evaluation:** It is the process of determining the importance of each job in the institution or organization and allows the determination of a fair system of wages.(Elayachi, 2022)

-People management: It includes the study and analysis of workers and their jobs, such as: Recruiting, selecting, developing, training, and measuring the level of job performance, and the specialist who focuses most of his attention on these topics will work in the field of people management. A work and organizational psychologist is also interested in the processes associated with worker behavior such as: Why do people work, how do they feel or perceive their jobs ?

-Organizational psychology: It studies the relationships between workers, including work group interaction processes and methods, relationships between supervisors, as well as the construction and organization of work roles, their overlap, and their dependence on each other, and organizational psychologist addresses issues related to how workers perform their duties. (Larkem, 2018)

-Selection of employees: This topic is concerned with the way organizations select and hire their workers. Companies can benefit from the abilities of the work and organization psychologist in selecting the most suitable individual for the job by developing tools that help the company.

-Formation of personnel: The I-O psychologist participates in the development and application of worker training methods, as the rapid and continuous progress in the field of complex work machines and management systems requires every organization to update the skills of its workers in order to enable them to deal with and operate the new machines.

-Training: The role of the specialist is to analyze training needs, manage the training process by leading groups, and evaluate the training process, he/she collects competencies, traces career paths, advises individuals in the process of change.

-Hygiene and security: It is concerned with everything related to the relationship between the individual and his surroundings at work; it may also concern the cognitive aspects of work (attention, alertness...) and qualitative aspects (satisfaction, motivation, new ways of working, flexibility...).

-Maintenance of human resources and ergonomics: The work and organization psychologist helps in the implementation and follow-up of appropriate measures in the field of safety and prevention of occupational hazards (occupational diseases, work accidents...). Moreover, helps in the follow-up of occupational safety measures. Also, pay attention to workers with poor occupational compatibility, creating and organizing conditions that make the worker more comfortable while performing his work. In addition, the psychologist may make suggestions in areas related to working physiological conditions.

- Studies, diagnosis and consultation: Industrial psychologist studies and diagnosis of the state of the organization, the labor psychologist may be assigned many tasks that vary according to the nature and size of the organization.

In general, the specialist in work and organizational psychology seeks through his work to achieve a double objective, namely:

- ★ **Achieving organizational goals:** Increasing production, raising the worker's ability to perform through effective guidance and training in the light of preparations, abilities and inclinations, taking into account individual differences, and helping workers solve the issues they face during work.
- ★ **Achieving individual goals:** increasing the worker's adjustment in his work by placing the worker in the place that suits his abilities, developing his competencies, raising his motivation to work, and achieving harmony with his colleagues and raising his loyalty to his organization. In addition to providing appropriate conditions for him, such as providing a good level of

ventilation, lighting and cleanliness, as well as choosing work and rest times that suit the biological clock of the human being.

5- Building a Career in Work and Organization Psychology:

Industrial-organizational psychology is one of the most dynamic fields as it is characterized by its diversity and multiple opportunities as it contributes to:

★ Teaching at the university after obtaining a doctoral degree:

The Work and Organizational Psychology major allows teaching at the university through direct employment, where each individual with a **doctoral degree** in Work and Organizational Psychology has the right to be employed as a professor in Work and Organizational Psychology and teaches courses related to the major such as organizational behavior, work analysis, design and cognitive ergonomics, and research methodology.

★ Providing assistance:

Organizational psychology contributes to maintaining the organizational environment by making it safer and more stable by resolving conflicts between workers and developing strategies for occupational safety, increasing productivity and fair wages.

★ Carrying out tasks and duties in the organization:

The occupational psychologist conducts research and analyzes data in order to develop implementable programs, whether these programs are related to safety, improving the workplace, creating new ways of working, and developing policies for recruitment and promotion.

★ Employment in almost all workplaces:

A work and organizational psychologist can be found in:

- ▲ Universities.
- ▲ Labor unions.
- ▲ Government agencies.
- ▲ Manufacturing companies.
- ▲ Hospitals and other healthcare facilities.
- ▲ Marketing and advertising companies.
- ▲ Any company, small or large, has an HR department.

6-Conclusion:

We conclude that work and organizational psychology is concerned with studying the behavior of the worker in order to obtain better productivity in terms of quality and quantity, in addition to identifying the most important factors that affect individual behavior and productivity.

We must also focus on the specialization of work psychology and organization by expanding the horizon in Algerian universities and opening this specialization in all universities and encouraging students to follow this specialization since it is very important, especially in the establishment and management of institutions.

As the administration needs a specialist in work psychology and organization in order to plan, manage, organize and work to resolve conflicts and issues, thus achieving the goals of the organization.

Thus, paying attention to this academic specialization allows the formation of an elite capable of planning and management, thereby strengthening the infrastructure of the state and moving the economic wheel in order to keep pace with development and achieve global competitive advantage.

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