

“Involvement Of Occupational Psychology In Training And Development For Modern Organisation Growth”

Gayatri C. Solanki

Research scholar,

(Management) Rani Durgawati University,

Jabalpur, M.P.

ABSTRACT

This article attempt to know the contribution of occupational psychology in training & development. Is the occupational psychology practically involve in training? This is not surprising training involves Attitude, knowledge and Skill and all these are central issue in psychology. Training is one of the core skills of occupational psychology. People with qualifications in and experience of occupational psychology have been employed in different capacities in training and development roles in organizations. An occupational psychology perspective is extremely beneficial in helping the practitioner to understanding how training relates to other intervention aimed at improving job performance.

The article attempt to provide a basic for making useful training interventions within organizations with the help of occupational psychology. Occupational psychologists are keenly interested in employee training for a number of reasons. For one, new employees often need instruction about the job or the organization's particular rules, procedures, or facilities and working environment. Another reason is that training involves the application of theories and techniques of human learning development. Occupational psychologists are rarely trainers, but they can be heavily involved in establishing training needs through the job analysis and organization requirement as well as employee attitude.

The focus of this paper is to develop appropriate understanding of using Occupational psychology within organization with respect to issue of Training & Development. Find weather the Training change the employees psychology towards their work and what is the measures for the effective training through occupational psychology. The study is based on secondary data available from journals, articles, research paper, books and website.

Keywords-Occupational Psychology, Training and Development, Employee Psychology, Employee Efficiency, Employee Empowerment.

Introduction

Psychology define as the scientific study of behaviour and mental processes. When we talking about the behaviour, two things come to our mind Introvert behaviour and Extrovert behaviour. Extrovert behaviour that is visible to our eye and it is short seen behaviour. In contrast the Introvert behaviour is a behaviour that is not visible with the naked eye. These are unseen behaviour. Anger, jealousy, pity, kindness, happiness, sadness. All this are make effect on employee performance and it increase day by day which is not beneficial for organisational growth.

The word “Psychology” stand the science of the nature, functions and mental activity of human being but Occupational psychology is:

“ The study concerned with those aspects of human behaviour which are related to the work place”

Occupational psychology is the application or extension of psychological methods and principles to the solution of organizational and workplace problems. Most commonly, Occupational psychology is concerned with those problems caused by human performance and those which affect human performance within organizational contexts .Occupational psychologists work on psychological measurement and research findings related to human abilities, motivation, perception, and learning to improve the fit between the needs of the working organization and those of the people who working in it.

Occupational Psychology And Training & Development

Training and development is a very wide area within the field of Occupational psychology. Continuously improving the skill of human resource in any organisation is essential for staying updated. The occupational Psychology helps to, training program implementation and management of training. It basically entails establishing training needs and implementing various programs to help advance skills, expertise and education of employees.

In today competitive business environment, Occupational psychologist in organisation is quite interested in increasing the performance and efficiency of their employee. The psychologists help in determining the training needs of employees and designing the training programme which beneficial for employee and organisational success. Employee selected and placed at the job not fully perform them very effectively. Then there is need to increase their skills to improve their job performance and provide them proper compensation for their work. This can be only done by training & development.

Training improves skills of a person on job. Its improves performance of employee on current job. It is necessary for new employee to make them aware of jobs they have to perform and old employee to update their knowledge about changes in job requirement, technology and structure.

Development is different from training. While training improves skills of a person on the present job, development improves his skills for future job. It improve the ability of person, higher skill,

competence and responsibilities. It is long term training designed to increase an employees job effectiveness and to develop his or her ability to assume greater job responsibilities in future.

Training and Development programme which earned it the reputation of being 'the best place to work' in today organisation. where Employees Turnover rates are high so how great challenge is how to attract and retain the best people. In order to meet the challenge. Training make all efforts to provide its new recruits with right value proposition, which was superior to mere monetary compensation, these included good leadership, better growth, opportunities and an employee-friendly work environment. Now a day typical day in the life of employee spend more time at their jobs than other activity of life. Long hours of work, Time pressure, Financial pressure, Stress, Work not valued, Project that fail, Juggling competing demands, Lack of predictability in all that the occupational psychology include the opportunity to make a positive contribution and enjoyment of everyday work. This contribution of occupational psychology start from Training & Development. If the person who happy are more productive and more fulfilling with their job than unhappy person. Unhappiness will affect the quality of the person.

Transformation Of Psychology Through Training

Training is the formal and systematic modification of behaviour. No one is perfect fit at the time of selection, recruitment or hiring and training and development must take place. The training not only update the employee skill but change the psychology toward organization. Here is need how to psychologists have much effort to make training better used to achieve organization goal .

In training programme there are employee with different background work on a common problem. This enhances their ability to analyse and solve the problem by using their intellectual and conceptual skills .

Training is related to:

- Employee retention.
- Employee satisfaction.
- Work productivity of employee.
- Employee turnover rate.
- Employee effectiveness.
- Employee performance.

As a Occupational Psychology it is a brainstorming process. By transformation of psychology of employee by using Occupational psychology can work for:

- Employee empowerment.
- Employee attitude, skill and knowledge.
- Positive employee behaviour.
- Make the job more interesting.
- Employee efficiency.

Training makes satisfy, motivate, help to make job more interesting, make able to perform more effectively, make more productive to the employee and give valuable employee to organization. That is the reason to consider the training as a part of Occupational Psychology. By using the occupational psychology in training & development employee not being a employee but he become a part of organisation and that is the transformation of employee psychology.

The Psychological Assumptions Made In Making Training And Development Decision

This is not surprising given that training involves discussion of organization strategy. In training many ideas are long standing but Some ideas have gone in out of fashion, that ideas are meaningless for the particular time period in organisation and need to modify it.

Some new ideas are repacked old ideas by applying occupational psychology to training, it become more effective. Occupational Psychology providing us the overview of the main issues in the management and development training for which a knowledge of occupational psychology can contribute towards helping to solve practical problem of training in an effective way. Much of the time spent by employee in organization if employee is unhappy will affect the quality of that work. In training trainer only give the knowledge about job but not able to make employee a part of organization. Occupational psychology work on skill, knowledge, attitude, behaviour, weakness, strength and back ground of employee by that trainer come close to employee. By that they easily know employee thinking about organization like-:

- Their expectation from organization.
- Organisation weakness.
- Organisation strength.
- What they can do for organisation growth.
- What is the goal, vision, objective, strategy and planning they have to organisation growth.

When employee get the opportunity in their job it make satisfy them. Some time opportunity is highly frustrating and challenging employee not capable to face it all that make dissatisfy them. Organization spend big amount on training than it is essential for employer to increase employee will stay rather than leave all these are assumption of psychology.

CONCLUSION AND SUGGETION

Training need and training evaluation which has a direct impact on overall performance of an individual better quality of work as well as organization growth.

Trainings needs, techniques, strategies and ideas will change from year to year. At a time organization have a number of opportunities to grab and number of challenges to meet due to such environment the modern organization involve the behaviour modification technique through occupational psychology. Training develop employee professionally and personally very strong.

Occupational Psychology studies of human behaviours in work settings and occupational Psychologists can work as consultants for Organisation. They are involve in a number of programs designed to enhance the training programme. Occupational Psychology is a broad systematic field

of study which are contribute with all human practise. The Psychologists help in determining the training needs of employees and designing the training programs which can deliver good results. The psychologists have devised programmes not only for the training of operative work force, but also for the development of executive of different department.

Would not it be wonderful if all employees loved their job so much. Who enjoy their job and happy at work place it reducing the anxiety, increase concentration and increase probability to being a part of organisational goal. That they could not wait to get to well suited work and trained that their performances will be outstanding. This is ultimate goal of occupational Psychology which allowing employee to participating organization decision and implementing employee suggestion system.

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