

BDO 121

Psychology in the work context

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Unit 1: Chapter 1: Fields of study in Psychology and Industrial/
Organisational psychology

1. INTRODUCTION

Psyche	<ul style="list-style-type: none"> → Refers to mind and soul → Relationship between body and mind
Psychology	<ul style="list-style-type: none"> → Originated in Greece → In the 5th century → Industrial and organisational psychology = branch of psychology → Industrial psychology has its own theory, research, applications and academic training programs → Industrial psychologists apply their knowledge in the workplace to determine: <ul style="list-style-type: none"> ○ how people engage in work ○ interaction between employees, their workplaces and their work ○ team dynamics ○ culture

2. SUBFIELDS OF PSYCHOLOGY

Clinical Psychology	<ul style="list-style-type: none"> → Assists with relief of emotional distress → Caused by psychological disorders → Promotes psychological well-being → Deal with abnormal behaviours: <ul style="list-style-type: none"> ○ anorexia ○ bulimia ○ schizophrenia
Counselling Psychology	<ul style="list-style-type: none"> → Helps manage life pain → Improves understanding of life and coping skills → You need it if you faced a traumatic event e.g. death of a loved one → Deals with mild depression
Educational and school psychology	<ul style="list-style-type: none"> → Study behaviour processes and learning problems related to teaching and learning → Assists kids with: <ul style="list-style-type: none"> ○ dyslexia ○ ADD ○ ADHD ○ poor memory ○ processing problems → Problems are diagnosed through assessments
Health psychology	<ul style="list-style-type: none"> → Identifies causes and symptoms of physical health/ illness → Deals primarily with: <ul style="list-style-type: none"> ○ stress ○ unhealthy lifestyle ○ psychosomatic illnesses (physical symptoms originating from stress e.g. vomiting) → Assists in managing stress and decreasing severity of symptoms
Career psychology	<ul style="list-style-type: none"> → Facilitate career development across your lifespan → First encounter is in high school: <ul style="list-style-type: none"> ○ Personality/ aptitude tests are given to give an indication of: ○ what you are capable of ○ what you are interested in → Second encounter when you enter the work environment: <ul style="list-style-type: none"> ○ helps you plot your career for the next 5 years → When you achieved your goal: <ul style="list-style-type: none"> ○ helps you plot your career for the next 5-10 years
Forensic psychologist	<ul style="list-style-type: none"> → Studies criminal behaviour → Provides evidence at legal proceedings regarding defendant's state of mind: <ul style="list-style-type: none"> ○ of sound psychological standing ○ had a psychological imbalance → Also called profilers/ forensic profilers → Develops a profile for criminals: <ul style="list-style-type: none"> ○ height ○ weight ○ race

	<ul style="list-style-type: none"> ○ age ○ motive behind behaviour <p>→ Work in prisons to rehabilitate criminals</p>
Neurological psychology	<p>→ Looks at brain trauma/ damage</p> <p>→ Checks if it will affect:</p> <ul style="list-style-type: none"> ○ behaviour ○ well-being ○ day-to-day functioning
Community psychologist	<p>→ Improves quality of life for:</p> <ul style="list-style-type: none"> ○ individuals ○ communities ○ society as a whole <p>→ Main aim: developing an intervention for a community to manage/ prevent a problem from happening again</p> <p>→ E.g. teenage pregnancies in a certain community</p>
Consulting psychology	<p>→ Assists individuals/ groups/ organisations with any psychological problems</p> <p>→ Can:</p> <ul style="list-style-type: none"> ○ carry out assessments ○ carry out training and development ○ assist with organisational change ○ assist with counselling if a traumatic event took place <p>→ Consulting firms are made up of different psychologists</p> <p>→ They send out a specific psychologist to a specific organisation with a specific problem</p> <p>→ E.g. Growth-Link</p>
Positive psychology	<p>→ Life coaching falls under positive psychology</p> <p>→ Psychology always looked at a very diseased version of the human being</p> <p>→ Positive psychology looks at healthy individuals</p> <p>→ Assists them to become the best version of themselves, therefore</p> <p>→ achieving optimal human functioning</p> <p>→ Done by finding out:</p> <ul style="list-style-type: none"> ○ what makes people happy ○ how do we find meaning in life ○ once achieved, how do we sustain it
Industrial and organisational psychology	<p>→ Study and influence human behaviour in the work context</p> <p>→ To assess and develop individuals and groups in the workplace</p> <p>→ Includes:</p> <ul style="list-style-type: none"> ○ recruitment and selection ○ training and development ○ performance and reward systems ○ talent management ○ labour relations ○ HR planning

3. SUBFIELDS OF INDUSTRIAL PSYCHOLOGY

Organisational psychology	<ul style="list-style-type: none"> → Interested in structure/ dynamics of organisation → Use organisational theories/ models to assist with: <ul style="list-style-type: none"> ○ leadership ○ decision-making ○ organisational culture ○ transformation → Organisations that cannot afford on-board psychologists, use consultants → Look at problems such as: <ul style="list-style-type: none"> ○ career management ○ performance evaluation ○ culture ○ change → Addresses issues that face organisation as a whole
Personnel psychology	<ul style="list-style-type: none"> → Focuses on individual and -differences → Look at: <ul style="list-style-type: none"> ○ assessments ○ appraisals ○ selection ○ recruitment ○ placement ○ promotion ○ training development ○ motivation ○ reward systems → They are there for effective utilisation of HR → Anything HR related on an individual level will be covered by personnel psychology
Research methodology	<ul style="list-style-type: none"> → Research: Finding/ exploring/ verifying knowledge using methods of scientific examination → Research is the method we use to create psychological knowledge and ensure psychological practices make sense
Work related psychological assessment - psychometrics	<ul style="list-style-type: none"> → Development/ assessment instruments used to measure differences between individuals → Psychometrists: <ul style="list-style-type: none"> ○ creates aptitude/ personality tests ○ make sure it is valid/ reliable ○ make sure that it tests what is supposed to be tested ○ use this test on individuals → Psychological testing has to be done by a registered psychometrist → Psychometric testing is used in: <ul style="list-style-type: none"> ○ personnel psychology ○ career psychology ○ counselling psychology ○ research psychology → Examples: