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Industrial and Organizational Psychology

**Historical Influences and Research Methodology in Organizational
Psychology**

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Introduction

The study of psychology offers valuable knowledge and perception that assists in comprehending the behavior of individuals in a business institution. Keenly, psychology has offered numerous contributions to developing solutions to different human problems. It has offered enhanced approaches to personnel selection, training, and appraisal. Moreover, it has enhanced the efficiency and morale of different organizations' operations and reduced occurrences of accidents.

However, despite the numerous accomplishments of psychology, it is critical to note that it is not a remedy for all human challenges linked to business. This is evident as there are instances whereby the result of the application of personnel selection procedures has not been sufficient. Also, a developed program intended to raise morale might not achieve the management's expected morale level.

The study of human behavior usually focuses on the repertoire of observable behaviors, such as talking and walking, and unobservable, such as thinking and feeling. One can better comprehend their interactions in the organization's work environment by investigating both observable and unobservable elements of human behavior. Moreover, psychology helps in the research of mental health and assists in promoting well-being and understanding of relationship formulation and self-reformation. Lastly, the utilization of psychology enhances communication and understanding of one another.

Keenly, different approaches are usually utilized to comprehend psychology's implementation fully. The formulation of psychological thought is typically influenced by diverse traditions linked to the study of behavior. Pointedly, these traditions are frequently described as models of man or perspectives. The main perspectives can be categorized as the behaviorist approach, the cognitive approach, the psychoanalytical approach, and the phenomenological approach.

Questions:

Chapter 1

- (1) What is the difference between behaviourism and psychoanalysis?

Psychoanalysis was initiated by Freud, whereby it disregards or puts little emphasis on particular regions of contemporary psychology, such as perception, attitude, and learning, because of a chief preoccupation with offering assistance to neurotic patients. In psychoanalysis, the therapist notes down what the patient says and observes emotional reactions. Alternatively, behaviorism is the method of psychology that restricts various entities that are observable, objective and measurable (McKenna, 2020). This approach supports a scientific method of studying behavior in prudently controlled conditions.

- (2) Identify the disciplines that contribute to organizational behavior and assess the significance of psychology as a contributory discipline.

Various disciplines contribute to organizational behavior, namely, medicine, psychology, industrial training, sociology, economics, anthropology, and political science. These disciplines have diverse contributions to organizational behavior, such as medicine, which focuses on employee well-being and occupational stress. Sociology focuses on organizational analysis, whereas psychology addresses group, individual, organizational development, and occupational psychology procedures (Buchanan & Huczynski, 2017). Industrial engineering focuses on motion, time study, and work measurement, whereas anthropology addresses individuals' association with their environment. Lastly, political science focuses on events associated with acquiring power and conflict generation and resolution.

- (3) How influential was early industrial psychology in increasing our knowledge of the behaviour of people in organizations?

Early industrial psychology was significantly influential in promoting comprehension of people's behavior in organizations, as there was noteworthy accomplishment at empirical and theoretical levels. Industrial psychology helped

investigate poor conditions in diverse factories, resulting in increased accidents and reduced productivity and absenteeism (Kwiatkowski, Duncan, & Shimmin, 2006). It offered various recommendations such as improved ventilation, heating, welfare, and health provision.

(4) Discuss major theoretical or empirical developments in the evolution of organizational behavior.

There were various key empirical and theoretical developments in the evolution of organizational behavior. One of the developments included the establishment of the Health of Munition Workers Committee, which investigated poor conditions in munition factories that caused low productivity. Another development was the creation of the Industrial Fatigue Research Board, which investigated industrial fatigue, monotony, boredom, and the physical condition of work that would affect the efficiency and health of employees (Kwiatkowski, Duncan, & Shimmin, 2006). Another development is the development of the National Institute of Industrial Psychology, which was intended to encourage and promote the application of the sciences of psychology and physiology.

(5) Examine the major issues affecting contemporary organizations.

Contemporary organizations have experienced numerous issues such as hasty economic growth in countries lacking a strong industrial tradition until recently. Additionally, they have encountered slow economic growth in more developed economies which has occurred during a period of significant global competition while there have been reduced restrictions on global trade. The increased international competition has forced organizations to alter their management and structure. For instance, employees have had to adapt, whereby their roles were redefined, increasing their responsibilities. Another major issue contemporary organizations encounter is more demanding clients (McKenna, 2020). For instance, customers have become more demanding, especially in prices and quality of services and goods produced. Moreover, various organizations have had to address the effects of industrial waste and pollution caused during the manufacturing of their goods. Lastly, another issue experienced by the contemporary organization includes striving to achieve critical mass across international boundaries to enter into ventures with foreign companies.

(6) Explain the rationale for the different branches of psychology using different techniques when applying the scientific method.

There are different rationales for the different branches of psychology utilizing diverse techniques while applying the scientific method. One of the techniques is laboratory experiments, which intend experiments to be carried out under controlled conditions where the independent variable is controlled during the experiment. Laboratory experiments incorporate controlled conditions; therefore, there is a greater probability of placing confidence in the results regarding the relationship between dependent and independent variables. A field experiment is another technique that aims to apply the laboratory method to actual life situations (McKenna, 2020). Essentially, the condition in the experimental group is altered, but no such interventions are subjected to the control group. Another technique is field study, executed in an actual life setting and primarily focused on survey research methods such as observation, questionnaire, analysis of documents, and interview. This technique critically investigates attributes such as seniority, age, occupation, and qualifications. It can also investigate associations, such as the relationship between motivation and a reward system.

(7) Consider the most appropriate research methodology to use when conducting a study of the motivation of sales representatives.

Field study is the most appropriate research methodology for researching the motivation of sales representatives. The methodology involves conducting an actual life study based on survey research methods based on analysis of documents, interviews, questionnaires, and observation (McKenna, 2020). Field studies can investigate casual relationships, such as incentive systems and the motivation of sales representatives.

(8) In what way does adherence to an ethical code influence the approach of the organizational psychologist?

An organizational psychologist has an obligation to adhere to an ethical code. Observing the ethical code, the psychologist should respect an individual right to privacy. Violation of this aspect is usually evident when individuals are observed without their knowledge and asked sensitive personal questions. Moreover, the psychologist has

an ethical obligation to uphold the confidentiality of the data (British Psychological Society, 2018). The respondent's anonymity is vital and should be respected predominantly when the psychologist presents the statement before data collection.

Conclusion

The course has assisted in learning different concepts, such as different disciplines contributing to organizational behavior. These principles include psychology, economics, sociology, industrial training, political science, anthropology, and medicine. Additionally, another concept learned includes the influence of early industrial psychology on improving comprehension of the behavior of individuals in the organization. The concept helps investigate poor conditions in industries that caused increased absenteeism, accidents, and reduced productivity. Another concept learned is different issues experienced by contemporary organizations, such as increased international competition, more demanding clients, and challenges with pollution management.

The knowledge gained in the course is instrumental in enhancing both work and life. The course has offered insight into the ethical code one should observe, especially regarding confidentiality. Maintaining confidentiality would be beneficial as it would promote trust in one's personal life and with colleagues at the workplace.

Utilizing the field study would be instrumental in researching the best incentive systems to promote motivation. The research methodology would offer a framework for the development of efficient incentive systems that would achieve motivation for employees. Increased motivation would result in increased productivity, which would benefit the organization. Increased productivity would result in increased income.

The knowledge gained in the course would be instrumental in investigating the various challenges employees face in different companies. The course has offered different ways of addressing employees' diverse challenges in their work responsibilities. The course has offered insight into the need to address the effects of pollution, and industrial waste has been a significant challenge resulting in climate change. Investigating more environmentally friendly production techniques while maintaining quality is important.

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