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by Y S

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After watching the provided video titled *Industrial-Organizational Psychology* explained by Sharae Mansfield and chapter 9, I noticed that I/O psychology has various benefits to businesses. I realized for the first time that I/O psychology for a company to hire a competent person who can bring real value to the company, then, the hiring personnel in that particular company must employ I/O psychology. I did not know until I watched the video because industrial-organizational psychology increases productivity in a company. It also enhances the motivation and engagement of employees within the company (Mansfield, 2014). After digesting this information, I agree with the video because when the behavior of a human being is studied at the workplace, it will be easy to understand them and know how best to work with them. On having managed to know how to work with every person at the workplace, teamwork will increase the company's productivity. This video made me know what had not crossed over my mind before.

What discouraged me from following this career path is the job description of an I/O psychologist as shared in the video by Sharae Mansfield, which indicated some of the works done by the I/O psychologists, among which, the psychologists have to create assessments for the employees, develop performance management system of the employees for the company, and design pieces of training for the employees. All these job descriptions are essential for the psychologist to design a proper scientific tool in dealing with the employees' behaviors to increase productivity for the business, as evident in chapter 9 (Kuther & Morgan, 2019). The discouragement came mainly because I am not an outgoing person and therefore felt that it would be too much for me to be involved in all that type of workload, almost entirely interactive.

However, after consideration, I believed I have the urge to be a career I/O psychologist. So it is upon me to change my mentality on how I will interact with people during my career time.

Again, what made me happy and motivated me to continue with this career path in I/O psychology is that I enjoyed the idea of employing industrial-organizational psychology to increase productivity in companies and other business-related workplaces. For any business organization to thrive, the business owners or the managers must study their employees' behaviours and give a scientific understanding of the behaviors to provide scientific solutions to the behaviors. I want to be part of the change in the business sector, and therefore I highly welcome an idea, which brings growth in business-related areas like industrial-organizational psychology. I am passionate about respecting people's diversity at the workplace because I believe that in diversity, there is strength. My passion for understanding people's diversity made me like the video I watched because it teaches us how to use I/O psychology to understand people to improve productivity in a business.

References

Kuther, T., & Morgan, R. (2019). *Careers in psychology: Opportunities in a changing world*.

Nelson Education.

Mansfield, S. (2014). Industrial Organizational Psychology Explained.

<https://www.youtube.com/watch?v=VAaYCTpBdwM>

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