



## **Applying Psychology to Business Course: An Industrial and Organizational Perspective**



**AGILE LEADERS**  
Training Center



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### **Overview:**

This course, "Psychology and Work: An Introduction to Industrial and Organizational Psychology," brings a novel approach to industrial organizational psychology, emphasizing its vital role in promoting effective work and organisational behaviour. Through an extensive psychology course, participants will understand the psychology of work, exploring ways to apply psychological principles to foster productive organizational behavior. This unique program combines elements of psychology at work with organizational development, facilitating organizational skills improvement. The training leverages both theoretical and practical aspects of psychology work placements to create an enriching learning environment.

### **Target Audience:**

- Human Resource Professionals
- Organizational Development Specialists
- Operational Managers
- Team Leaders

These roles will benefit significantly as the course fills knowledge gaps in industrial and organizational psychology and its application in workplaces, aiding in team management, conflict resolution, and overall productivity.

### **Targeted Organizational Departments:**

- Human Resources
- Organizational Development
- Operations Management
- Team Management

These departments can leverage insights from this course for employee engagement, performance enhancement, and building a conducive work environment.

### **Targeted Industries:**

- Manufacturing
- Healthcare
- Information Technology
- Consulting
- Education

These industries will benefit from the psychology training programs, considering their intensive people-management requirements and the need for continuous organizational development.

### **Course Offerings:**



Upon completion of the course, participants will be able to:

- Understand the principles of work and organisational psychology.
- Apply psychology for business training to improve team performance.
- Leverage industrial organizational psychology for better workforce management.
- Enhance organizational skills and foster productive organizational behavior.

## **Training Methodology:**

The course employs a blend of various training methodologies. An interactive introduction to industrial and organizational psychology is given with case studies, hands-on psychology work placements, group discussions, and feedback sessions. This approach ensures that participants learn the practical application of psychology at work, fostering a better understanding of organizational psychology in the workplace.

## **Course Toolbox:**

Participants will be provided with:

- A comprehensive workbook covering industrial and organizational psychology.
- Online resources for further reading and understanding.
- Checklists for implementation of psychological principles at work.
- Templates for assessing organizational development and behavior.

## **Course Agenda:**

### **Day 1: Introduction to Industrial and Organizational Psychology & Research Methods**

- Topic 1: Industrial and Organizational Psychology: The Profession and Its History
- Topic 2: Understanding the Role of Research Methods in Industrial and Organizational Psychology
- Topic 3: Work and Organisational Psychology: Navigating Through the Professional Landscape
- Reflection & Review: Recap and reflect on the profession's history and the importance of research methods in organizational psychology in the workplace.

### **Day 2: Industrial Psychology and Its Elements**

- Topic 1: Unpacking Job Analysis in Industrial Organizational Psychology
- Topic 2: Measuring Work Performance: Criterion Measures
- Topic 3: Performance Appraisal: Measurement and Management of Performance
- Topic 4: Personnel Selection: Tests and Other Selection Procedures
- Topic 5: Strategic Issues in the Deployment of Selection Systems
- Reflection & Review: Reflecting on the different components of industrial psychology and their application in organizational development.

### **Day 3: Training and Development & Work Motivation**

- Topic 1: Understanding the Importance of Training and Development in Psychology at Work
- Topic 2: How Industrial Organizational Psychology Influences Training Programs



- Topic 3: Psychology of Work Motivation
- Topic 4: Techniques to Enhance Work Motivation Through Psychology
- Reflection & Review: Review the role of motivation and training in industrial and organizational psychology, discussing real-life applications.

#### **Day 4: Leadership, Job Attitudes, and Emotions at Work**

- Topic 1: The Role of Leadership in Industrial and Organizational Psychology
- Topic 2: Influence of Psychology on Leadership at Work
- Topic 3: Job Attitudes and Emotions at Work: A Psychological Perspective
- Topic 4: Stress and Occupational Health Psychology
- Reflection & Review: Reflect on the impact of leadership, attitudes, and emotions on work and organisational psychology.

#### **Day 5: Teams, Organizational Structure, Culture, and Change**

- Topic 1: Teams at Work: A Psychological Approach
- Topic 2: Psychology and Its Impact on Team Dynamics
- Topic 3: Organizational Structure, Culture, and Change: A Psychological Perspective
- Topic 4: The Role of Organizational Psychology in Managing Change
- Reflection & Review: Recap and review the principles of team dynamics, organizational culture, structure, and change in the context of industrial and organizational psychology.

### **How This Course is Different from Other psychology organizational Courses:**

Unlike other psychology training programs, "Psychology and Work: An Introduction to Industrial and Organizational Psychology" integrates work and organisational psychology with real-life examples. It offers practical, hands-on experience through psychology work placements, which sets it apart. The course's strong focus on both industrial and organizational psychology uniquely equips participants to understand and apply psychology to improve their organizational skills and foster a more productive work environment.

# WHO WE ARE

Agile Leaders is a renowned training center with a team of experienced experts in vocational training and development. With 20 years of industry experience, we are committed to helping executives and managers replace traditional practices with more effective and agile approaches.

## OUR VISION

We aspire to be the top choice training provider for organizations seeking to embrace agile business practices. As we progress towards our vision, our focus becomes increasingly customer-centric and agile.

## OUR MISSION

We are dedicated to developing value-adding, customer-centric agile training courses that deliver a clear return on investment. Guided by our core agile values, we ensure our training is actionable and impactful.

## WHAT DO WE OFFER

At Agile Leaders, we offer agile, bite-sized training courses that provide a real-life return on investment. Our courses focus on enhancing knowledge, improving skills, and changing attitudes. We achieve this through engaging and interactive training techniques, including Q&As, live discussions, games, and puzzles.



**AGILE LEADERS**  
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## Gamified and Interactive Training

We understand that training delivery can be challenging, both online and offline. To ensure engagement and achieve learning objectives, we have developed our own activities and collaborated with industry-leading solutions to gamify our training sessions. This approach increases interaction levels and guarantees effective learning outcomes.



## Our Training Categories

We cover a wide range of training categories to cater to different needs and interests

- Branding, Marketing, Customer Relations, & Sales Programs
- Political & Public Relations Programs
- Finance and Accounting Programs
- Project Management Programs
- Human Resources Management Programs
- Quality & Process Management
- Management & Leadership Programs
- Self-Development Programs

Join Agile Leaders today and embark on a transformative journey towards becoming a more agile and effective leader. Experience our customer-centric approach, actionable training, and guaranteed return on investment. Let us help you unleash your full potential in the dynamic business landscape.



## Where to Find Us

You can join our training programs at our centers located in



We also offer online training sessions through the Zoom platform.

- Malaysia**  
Kuala Lumpur
- Morocco**  
Casablanca
- Spain**  
Barcelona
- France**  
Paris
- UK**  
London
- Italy**  
Rome
- Egypt**  
Cairo  
Sharm El-Sheikh
- Turkey**  
Istanbul
- Georgia**  
Tbilisi
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