

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

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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.

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## 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.

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# 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.

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### 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.

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# Training Course Categories

- Agile PM and Project Management Training Courses
- Agribusiness & Food Security Training Courses
- Aviation Management and Operations Training Courses
- Certified Courses By International Bodies
- Communication and Public Relations Training Courses
- Crisis Management and Business Continuity Training Courses
- Data Analytics Training and Data Science Courses
- Digital Government & Public Service Training Courses
- Education and Learning Development Training Courses
- Environment & Sustainability Training Courses
- Facilities and Real Estate Training Courses
- Finance and Accounting Training Courses
- Governance, Risk and Compliance Training Courses
- Healthcare Management Training Courses
- Heritage Conservation and Museum Management Training Courses
- Hospitality and Tourism Training Courses
- Human Resources Training and Development Courses
- IT Security Training & IT Training Courses
- Leadership and Management Training Courses
- Legal Training, Procurement and Contracting Courses
- Maintenance Training and Engineering Training Courses
- Marketing, Customer Relations, and Sales Courses
- NGO, Humanitarian and Development Management Training Courses
- Occupational Health, Safety and Security Training Courses
- Oil & Gas Training and Other Technical Courses
- Personal & Self-Development Training Courses

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# Training Course Categories

- Quality and Operations Management Training Courses
- Secretarial and Administration Training Courses
- Shipping, Maritime and Ports Training Courses

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