

write a paper in which you examine the field of organizational psychology. In your examination, be sure to address the following items:

- Define organizational psychology.
- Explain the role of research and statistics in organizational psychology.
- Describe how organizational psychology can be used in organizations.

A minimum of three academic references are required.

The Field of Organizational Psychology and its Implementation Perspectives

Organizational psychology is a branch of psychology which applies psychological theories and principles to organizations. Organizational psychology focusses on extracting the characteristics of an organization and studies the working attitudes of the employees working in an organization. This involves helping the employees understand the interactions with other people and thereby giving birth to a healthy work environment.

Organizational psychology has two different perspectives, and that is why it is also known as Industrial organizational psychology (I/O Psychology). The industrial side of I/O psychology involves finding the appropriate individual who best fits into a specific job role. This includes assessing an employee's skills and then assigning job to them accordingly. It also includes the conduction of training programs for employees, developing standards for evaluating job performance, and the assessment of an employee's job performance. The organizational perspective of I/O psychology is based on finding the extent to which an organization affects the behaviour of employees. This area focuses on organization structure, management styles and social norms prevalent in an organization. It includes finding out ways and means for improving employee satisfaction and enhancing the productivity of an organization (Donaldson, 2010).

Role of Research and Statistics in Organizational Psychology

Research and statistics play a pivotal role in the domain of organizational psychology. Many research tools are beneficial to the organizational psychologists for gathering information about an organization. Organizational psychologists make use of several research methods in conducting an organizational research. The research methods used by them include surveys,