

THE PSYCHOLOGY SOCIETY OF IRELAND

Division of Work and Organisational Psychology



RESULTS OF CPD QUESTIONNAIRE

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PRELIMINARY SUMMARY

The issue of CPD was first tackled by the Division of Work and Organisational Psychologists in 2000 and in 2004 we have distributed another questionnaire that aims to examine the issues affecting psychologists in the Division today. 21 questionnaires were completed including 3 males and 18 females. This accounts for approximately 30% of the Division of Work and Organisational Psychology database. The majority of the sample of members analysed appear to be involved in Consultancy. $\frac{1}{4}$ of the group analysed worked in 2 jobs and this was usually found among the self-employed/consultancy arena. $\frac{1}{5}$ of the sample refer to themselves as a Psychologist with another $\frac{1}{5}$ referring to themselves as Consultants. 2 people call themselves consultant psychologists. There is variety within people's definitions of the same role title. In relation to shadowing, 65% of the sample has not been involved in shadowing in the last 12 months. This could be due to the Consultancy/self-employed nature of the sample where many Work and Organisational Psychologists would be working by themselves. The that most people are engaged in shadowing is in relation to training, where the person will be ultimately training others. The rest of the sample is made up of those that are being supervised. Interestingly 30% of group sampled receive no coaching/mentoring in their job. This is worrying considering the research into the importance of feedback, particularly positive feedback, in relation to people's well being and job satisfaction at work. 30% of the sample receive their feedback from peers. Together this accounts for 60% of the sample which may reflect the Consultancy and self-employed element of the Work and Organisational Psychology population. This being the case, it is important that this group have a support network available to them. Another interesting aspect is that nearly 7% of the sample need help with computer technology in their jobs. Reflecting the self-employed aspect of the Work and Organisational Psychology population, over 30% can choose as many days as they see fit for training. $\frac{1}{4}$ of the sample represented organisations that give 5% of their budget to training. Averaging out the remainder of scores, approximately 6-10 days are given to training in organisations. 2 people received no training with one person noting that part-timers don't qualify for training and development. The majority of Work and Organisational Psychologists are involved or have been involved in training courses. Training courses, workshops and seminars account for the majority of areas where Work and Organisational Psychologists attain their CPD's, especially workshops and training courses. Conferences appear to make up the least amount of CPD's. The main themes that emerged from the research in 2000 was that people were interested in issues regarding, firstly, Change Management, followed by recruitment, selection and assessment and finally, coaching, ethics and teams. These themes are still present but there is also an emphasis on leadership, team training, teaching, coaching, counselling and on-the-job skills. There were a lot of interesting suggestions in regard to developing DWOP in the future. These included activities that developed skills further, kept people up-to-date with latest research along with possible courses DWOP could run in relation to CPD and suggestions on topics for future DWOP seminars and how to improve them. It was suggested to form further links with other organisations. The main concerns Work and Organisational Psychologists appear to have in relation to CPD is with regard to supervision and how DWOP members can become registered Work and Organisational Psychologists. Another concern was in regard to recognition of work done which isn't of a psychological nature but which is inherent in the business environment in which they work. Since most of Work and Organisational Psychologists attain their CPD's through training courses and workshops (noting some may be of a business nature) there is a concern about how this will be recognised and also in relation to how future courses will be recognised as CPD courses. These issues and others will be examined over the coming months by the Division and developed into a Divisional Guidebook for Work and Organisational Psychologists.