

Field of Work and Organisational Psychology

Work and Organisational psychology involves the study of human behaviour in the work place. It is also referred to as industrial or occupational psychology. Work and Organisational psychologists recognise the importance of relationships between individuals, groups, organisations and society.

General Information

Where do they work?

In both public and private sector organisations, but they also work in private practice or on a consultancy basis. The business/commercial sector is the biggest, but not the only employer of Work and Organisational psychologists. Work and Organisational Psychologists in Universities have developed specialist post-graduate training.

Who employs them?

They are often employed within Human Resources Departments of organisations, but opportunities are becoming more diverse. They are also employed by management consultancies, in the Civil Service, the Health and Safety Authority, business consultants, and as academics and researchers in universities and third level colleges.

What do they do?

They carry out research and analysis in the workplace, look at organisational development, personal development of staff, group dynamics, team building, training, organisational change and development, vocational guidance and counselling, occupational health and safety.

Who are their clients?

Individuals and teams within organisations, both public and private sector, including blue chip companies, Civil service, Justice and Health Departments, non-profit organisations such as FOS.

What are the typical problems dealt with?

Recruitment and selection, training and development, career management and planning, interpersonal and group dynamics, and teams and leadership.

Who do they work with?

Human Resource and training specialists, management, supervisors.

How does a person become an organisational psychologist?

You will need an Honours Degree in Psychology and a Masters in Organisational or Occupational Psychology or Social/Organisational Psychology, followed by 2 to 3 years supervised work experience.

