


Careers in Occupational and Organisational Psychology

FROM GREAT PEOPLE TO GREAT PERFORMANCE™

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Hudson Talent Management

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Agenda


- What is Org/Occ Psychology?
- Further Study
- Professional Accreditation
- Possible Careers for Graduates
- What do Org/Occ Psychologists actually do?!
- Salary Guidelines
- More Information
- Survey



What is Org/Occ Psychology?


- BPS defines it as:

Occupational Psychology is concerned with the performance of people at work and in training, how organisations function and how individuals and small groups behave at work.
- (i) maximising the level of satisfaction & engagement - individuals
- (ii) maximising performance and efficiency - organisation



Who might be attracted to this field of work?

- Interested in business settings and metrics
- Focus on improvement/potential/development
 - Positive and dynamic work area
 - Results and metrics driven
- Mix of desk and client facing work



Masters Courses Available

Where	What	Duration
Dublin City University	MSc Work and Org Behaviour	2 years. Part- time
University of Limerick	MSc Work and Org	1 year full time 2 years part- time

See BPS website for full list of courses in UK
And
www.bps.org.uk – Stage 1 route

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What Subjects are Covered?

- Individual and Group Behaviour
- Organisational Change and Development
- Leadership and Decision-making
- Recruitment, Selection and Assessment
- Performance Appraisal & Career Development
- Employment Relationship and the Psychological Contract
- Industrial Relations / Employee Relations
- Consultancy Skills and Approaches
- Design of Environment and Work: Health and Safety / Ergonomics
- Work Research Methodology

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Professional Accreditation

- **Registered Psychologist – Psychological Society of Ireland (PSI)**

Statutory Registration of Psychologists

Continuing Professional Development (CPD)

Visit www.psihq.ie for further information

- **Chartered Psychologist – British Psychological Society (BPS)**

Supervised training and evaluation by a Chartered Psychologist plus Continuing Professional Development

Stage 1 and Stage 2

See www.bps.org.uk; www.psychtesting.org.uk

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Where you might end up...

Large multi-nationals – Banking / Financial Services – often work in the areas of Human Resources or Learning and Development

Public Sector Departments such as the Public Appointments Service, (manages recruitment of Civil Servants). Health Services. Defence Forces.

Private sector consultancy / management consultancy

Independent/ Associate Consultants (self-employed)

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Employee Life Cycle

SELECT
Eliminate guesswork during selection using Assessment Centres, Personality Profiling, Aptitude Testing and Hudson's unique Career Fit Indicator™

ENGAGE
Build engagement around strategic direction using Scorecard, Survey, Job Grading, Performance Management and Hudson's 5+1 Competency Model™

DEVELOP
Increase ROI and effectiveness of training and development interventions using fact based diagnostics, Development Centres, 360° Feedback & Performance Coaching

RETAIN
Drive increased retention by measuring candidates' cultural fit, identifying problem areas for high-risk employees, and capturing actionable exit-interview data

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What do we actually do...?!

- Designing a selection or development centre
- Responsible for talent management & succession planning within an organisation
- Driving High Potentials Programmes
- Coaching and mentoring employees
- Teaching the skills necessary for leadership, teamwork, negotiation, assertiveness, conflict management
- Diversity - increasing awareness of ethnic minorities, women & people with special needs
- Assisting with industrial relations between management & employees
- Ergonomics - exploring the interactions of people with their working environment to ensure it is a safe, healthy and effective one
- Outplacement – supporting redundancy

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How do they do this?

- Using psychological theory and research, occ/org psychologists work in much the same way that psychologists from other disciplines operate

Typically, they

- Investigate the situation
- Diagnose the issue
- Develop/design an appropriate intervention
- Deliver the intervention
- Monitor and evaluate the outcome / result

➔ And then start again!

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Salary Guidelines

Sector	Starting €	5 years €	10 years + €
Large Multi-National	c. 30k +	c. 40k	c. 55k +
Public Sector	c. 30k +	c. 40k	c. 55k +
Private Consultancy	c. 28k +	c. 45k+	c.80k +
Associate Work	200/ day	500/ day	1500/day+

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More information on Occ/Org Psych

- **PSI**

Visit www.psihq.ie for further information

Get involved... with DWOP, the Division of Work and Organisational Psychology

www.psihq.ie/MEMBERS_DWOP.asp

Also a new Coaching Psychology Group as part of DWOP

- **BPS - See www.bps.org.uk**

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Quick Survey

- **Queens University MSc**

- **Quick survey**

“Would you like the MSc In Occ Psych Reinstated at Queens?”

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