


Careers in Organisational/Occupational Psychology



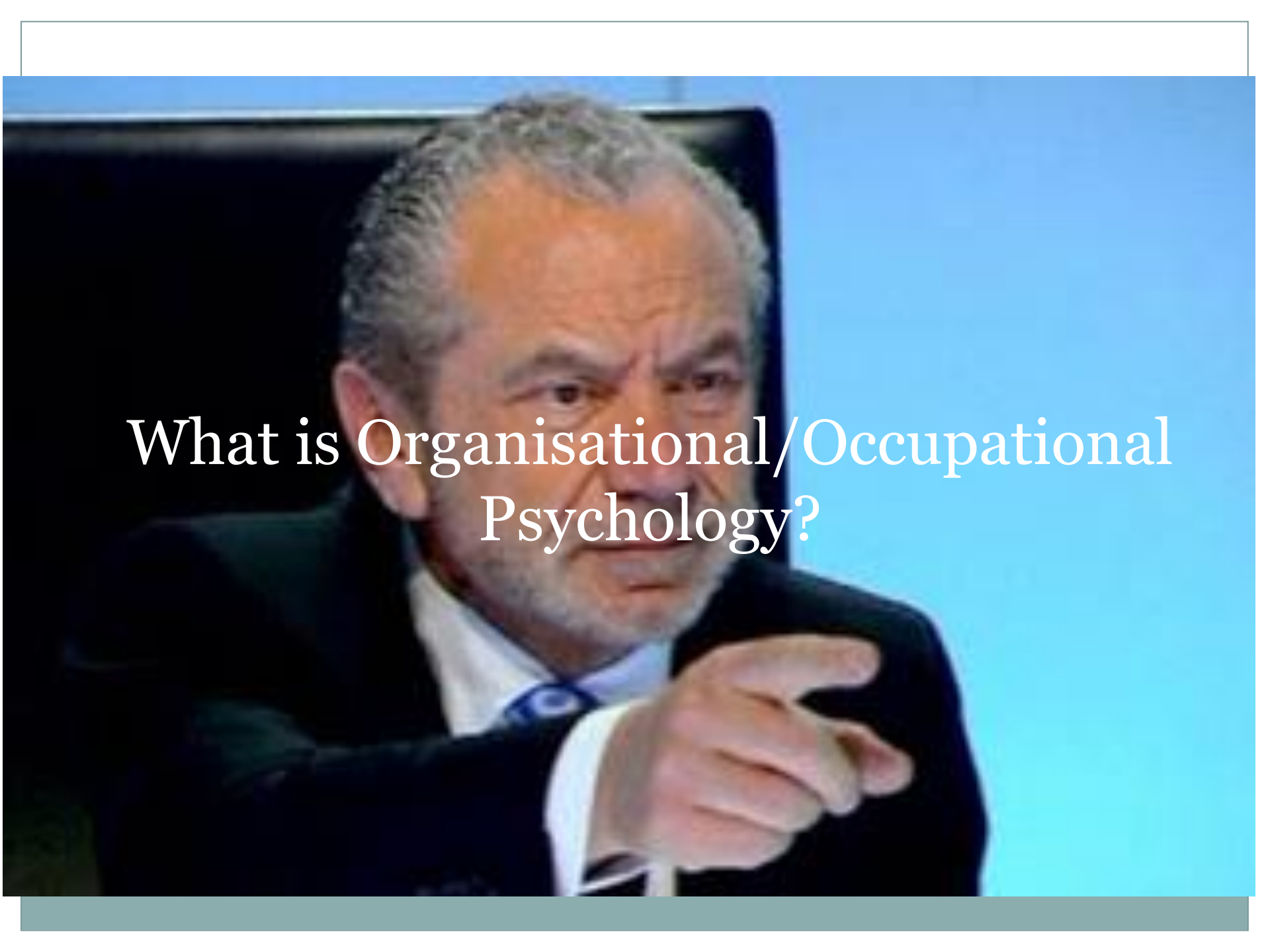
**RUTH MULLALLY, CHARTERED ORGANISATIONAL
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Today we are going to explore...



- What is Organisational/Occupational Psychology
- Master's Level Courses
- Professional Accreditation
- Subjects covered in Master's course
- Possible Careers
- What Organisational/Occupational Psychologists do
- Coaching Psychology
- International Links
- For More Information...

A middle-aged man with grey hair, wearing a dark suit, white shirt, and blue tie, is shown from the chest up. He is pointing his right index finger directly at the viewer with a serious, intense expression. The background is a solid light blue color. The text 'What is Organisational/Occupational Psychology?' is overlaid in white serif font across the center of the image.

What is Organisational/Occupational Psychology?

What is it?



- “the application of psychological principles, theory and research to the work setting”

(Landy & Conte, 2007, p.8)

- and increasingly on the borderlines before and after work, and between work and leisure

(BPS-DOP, 2009)

- In a nutshell, it is mainly concerned with:
 - Increasing performance and efficiency of individuals and organisations
 - Increasing employee satisfaction, morale and wellbeing

Who might be attracted to this field of work?

If you are interested in:



Business settings

Management positions in social services and not-for-profit organisations

Results and metrics driven

Focus on improvement/potential/development

Positive and dynamic work area

Mix of desk and client facing work

Master's Courses



- **Dublin City University**
 - MSc Work and Organisational – 2 year part-time. Wed 3-8pm. Intake every other year (2017)
- **University of Limerick**
 - MSc in Work & Organisational Psychology (1 year full time and 2 years part time options)
- **Univeristy College Cork**
 - MA in Work & Organisational Psychology)
1 year full time and 2 years part time options – blended learning
- **21 UK courses – see BPS website www.bps.org.uk**
 - 4 Distance or Blended Learning options:
 - Birkbeck, Coventry, Leicester and Bristol

Professional Accreditation



Chartered Psychologist (PSI)

- Statutory Registration of Psychologists
- Continuing Professional Development (CPD)
- Visit www.psihq.ie for further information

Chartered Psychologist (BPS)

- Supervised training and evaluation by a Chartered Psychologist plus Continuing Professional Development
- See www.bps.org.uk and www.psychtesting.org.uk

What Masters subjects might you study?

- Human Resources Development
- Psychometric Testing
- Selection and Assessment
- Leadership and Decision Making
- Skills Development
- Industrial Relations / Employee Relations
- Motivation and Satisfaction

- Health Psychology, Wellbeing, Stress
- Design of Environment and Work: Health and Safety / Ergonomics
- Organisational Theory and Change
- Training and Development
- Research Methods and Research Project/Thesis

Where you might work



Private Sector

Public Sector

Lecturing

Not-for-profit

Consultancy

Real examples of what Occ/Org Psychologists do

Sel/Dev Centre

Talent
Management/Succession
Planning

Training
Programme

Graduate
Recruitment

Coaching &
Mentoring

Org Change

Job Seeking
Transitional

Competency
Framework

Ergonomics



More Information on Org/Occ Psych



Psychological Society of Ireland (PSI)

- Visit www.psihq.ie for further information
- **Get involved...**with Division of Work and Organisational Psychology (DWOP)
- Also Coaching Psychology Group

British Psychological Society (BPS)

- Visit www.bps.org.uk for further information
- Get involved with the Division of Occupational Psychology in the Northern Ireland branch
- NIBPS also have a Special Interest Group in Coaching Psychology

Coaching Psychology



- The systematic application of behavioural science to the enhancement of life experience, work performance and wellbeing for individuals, groups and organisations who do not have clinically significant mental health issues or abnormal levels of distress
- Applied Positive Psychology
- Draws on and develops established psychological approaches

Subjects Covered in Coaching Psychology



- Life, Business, Executive, Performance, Career, Well-Being Coaching
- Background, History, Coaching qualities, skills and competencies
- Coaching Approaches, models and coaching interventions
- Solutions Focused, Cognitive-Behavioural, Evidence Based, Mindfulness Models

- Group and Team Coaching
- Coaching and the Coaching context
- The Psychology of Coaching and Perspectives on the Self
- Intra / Inter personal Communication and Awareness
- Coaching Project – Research and review Coaching material
- Coaching practice & supervision

International Links

European Association of Work & Organisational Psychologists (EAWOP)

- 18th Congress of European Association of Work and Organizational Psychology, 2017, Dublin. Run by DWOP.
- Congress will take place 17-20 May 2017, in UCD.
- EAWOP congress is one of the biggest meetings of work and organisational psychologists in the world.
- EAWOP usually attracts about 1300 delegates from all over the world
- They present over 1900 papers, workshops, case studies, roundtable discussions, in 15 parallel sessions over 3 days

- American Psychological Association (APA)
 - Society of Industrial-Organizational Psychologists (SIOP)

For more information



- Good ol' YouTube
- Search Industrial Organizational Psychology for short clips on what they do, what programmes have to offer and why students chose this field

Thank you!



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