



सत्यमेव जयते



CAREERS OPPORTUNITIES IN industrial AND ORGANISATIONAL PSYCHOLOGY



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Directorate General of Employment,
National Institute of Career Service,
Noida , Delhi - NCR**

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Career Opportunities in Industrial and Organisational Psychology

INTRODUCTION

Industrial or Organisational Psychology, also known as I/O Psychology, is a branch of psychology that deals with the study of human behaviour in the workplace. It focuses on improving the working conditions of employees and enhancing the efficiency of an organisation by conducting research, developing interventions and providing consulting services. In India, the scope of I/O Psychology is rapidly expanding as more and more organisations are realising the importance of employee wellbeing and organisational effectiveness. With the rise of start-ups and the increasing emphasis on work-life balance, there is a growing demand for I/O Psychologists who can help organisations achieve their goals while taking care of their employees' mental health.

In the Fourth Industrial Revolution, STARA (Smart Technology, Artificial Intelligence, Robotics and Algorithms) is predicted to replace one-third of the jobs that currently exist. By 2025, this shift in labour division between humans and machines may displace around 85 million jobs while creating approximately 97 million new roles that will be more suitable for the new labour division. Due to these trends, industrial psychologists are gaining importance in the work-place, playing a crucial role in strategic and operational human resources practices, as well as in understanding people's behaviour dynamics (individual, group and organisations) and the development of assessment and intervention design. The role of industrial psychologists' strategic intelligence is indispensable for achieving organisational success.

SCOPE IN I/O PSYCHOLOGY

Industrial or Organisational Psychology is a field of Psychology that focuses on the workplace and the people within it. The scope of this field is broad and includes various areas such as employee selection, training, performance evaluation, job analysis and more. Pursuing a career in Industrial or Organisational Psychology offers a diverse range of opportunities. This field is in high demand and one can choose from various career paths, including human resources, management consulting, research and development or even academia.

Industrial Psychology combines elements of Psychology, sociology, business management, employment law and statistics. It focuses on understanding human behaviour in the workplace and how people can be motivated to work together to achieve common goals. It encompasses a wide range of areas, including employee selection and assessment, training and development, leadership and management, work motivation and organisational culture.

Industrial and Organisational Psychology is all about understanding how people behave in the workplace and how to optimise their performance and overall satisfaction. It involves studying various aspects of work, such as job design, employee attitudes and behaviours, work-life balance and organisational structure. Using scientific methods, I/O Psychologists provide evidence-based solutions that benefit both employees and organisations.

COMPETENCE REQUIREMENTS

Industrial and Organisational Psychologists require a strong foundation in psychology. They need a comprehensive understanding of psychological theory and how human behaviour works. They must also have a good grip on social and cultural issues and teamwork skills. Critical thinking is an essential skill for them and they should use logic and reasoning to identify the strengths and weaknesses of employers and employees.

Emotional Intelligence and the ability to respond compassionately to people with diverse personalities are traits that Industrial and Organisational Psychologists should have. They must gather and review data and communicate effectively with both employers and employees. In addition, they should understand how different personality types work together and evaluate human behaviour.

Since I/O Psychologists handle sensitive information and people's well-being, they must follow ethical guidelines, maintain confidentiality and uphold integrity. The field of Industrial and Organisational Psychology is continually evolving, so professionals in this field must be committed to lifelong learning and professional development to stay up-to-date with the latest research and best practices.

JOBS IN I/O PSYCHOLOGY

Post	Job Description	Qualification	Expected Salary Annually
Human Resources Specialist:	I/O Psychologists with a focus on human resources are responsible for managing employee recruitment, selection and retention processes. They also play a crucial role in designing and implementing training and development programmes.	MBA/MA /Ph. D (Psychology)	12-16 Lakhs
Organisational Development Consultant:	These professionals work with organisations to identify areas for improvement and develop strategies to enhance organisational effectiveness. They may guide leadership development, change management and team building	MBA/MA (Psychology) with Specialization in I/o	6-10 Lakhs

Trainer:	As a trainer, you will be responsible for conveying knowledge and skills to employees, including new hires. You may also be called upon to motivate employees during stressful times or when the company is undergoing changes.	MA(Psy)/ MBA	5 Lakhs
Specialists in Talent Management :	These professionals work closely with management to identify the knowledge, skills and experience required for employees to excel in leadership positions.	MBA/MA (Psychology) with Specialization in I/o	6-8 Lakhs
Behaviour Analyst:	This role involves analysing and assessing behaviour, identifying factors that affect it and making changes to improve it. Behaviour analysts may also research consumer trends and provide recommendations to improve consumer decisions	MA(Psy)/ MBA	5-10 Lakhs
Human Resource Manager:	This role focuses on talent selection, performance management and workplace diversity. HR Managers are responsible for recruiting and retaining employees.	MBA/MA (Psychology) with Specialization in I/o	4-10 Lakhs
Research Analyst:	Research Analysts work closely with project teams to organise research projects, analyse data and provide recommendations based on their findings.	MA(Psy)	5-10 Lakhs
Workplace Diversity and Inclusion Specialist:	With a focus on promoting diversity and inclusion in the work-place, these professionals help organisations create inclusive policies and practices. They may conduct diversity training, develop diversity initiatives and ensure equal opportunities for all employees.	Master in Psychology	5-10 Lakhs
Employee Engagement Specialist	These professionals focus on enhancing employee satisfaction, motivation and commitment to the organisation. They develop and implement strategies to improve employee engagement and create a positive work culture.	Master in Psychology	5-12 Lakhs

COURSES IN DEMAND

University Name	Course Name	Duration	Eligibility	Contact Email
Indian Institute of Technology (IIT) Kharagpur	M.Sc. in Industrial and Organizational (I/O) Psychology	2 years	Bachelor's degree in Psychology or related field	IIT Kharagpur
University of Delhi	M.A./M.Sc. in Applied Psychology I/O Psychology	2 years	Bachelor's degree in Psychology or related field	University of Delhi
Indian Institute of Technology (IIT) Roorkee	M.Sc. in I/O Psychology	2 years	Bachelor's degree in Psychology or related field	IIT Roorkee
Banaras Hindu University	M.A. in I/O Psychology	2 years	Bachelor's degree in Psychology or related field	Banaras Hindu University
Aligarh Muslim University	M.A. in I/O Psychology	2 years	Bachelor's degree in Psychology or related field	Aligarh Muslim University
IGNOU	M.A. in I/O Psychology	2 years	Bachelor's degree	IGNOU
Bharathiar University	M.Sc. in I/O Psychology	2 years	BA in Psychology or related field	Bharathiar University
IMS Unison University	M.Sc. in I/O Psychology	2 years	BA in Psychology or related field	IMS Unison University
Amity University	M.A. in I/O Psychology	2 years	BA in Psychology or related field	Amity University
Symbiosis International University	M.Sc. in Industrial and Organizational Psychology	2 years	BA in Psychology or related field	Symbiosis International University
Christ University	M.Sc. in I/O Psychology	2 years	BA in Psychology or related field	Christ University

REWARDS AND CHALLENGES

Career in I/O Psychology are fulfilling, rewarding and also challenging. Working with individuals in an organisations addressing to complex issues requires patience, empathy and strong problem-solving skills. The rewards of a career in I/O Psychology far outweigh the challenges. This field offers the opportunity to make a positive impact in the lives of individuals and organisations, constant learning and growth and the satisfaction of seeing the tangible results of one's work environment

NOTE: For detailed information relevant Websites may be searched by referring the name of Institute or platform in the search.

SOURCES: Employment News and relevant Websites.



HOW TO VISIT NICS, NOIDA



TO CONTACT

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