



SNS COLLEGE OF TECHNOLOGY

Coimbatore-35
An Autonomous Institution



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Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

19GEB375 PERSONNEL PSYCHOLOGY-1

III YEAR - V SEM

UNIT I – FRAMEWORK OF PERSONNEL PSYCHOLOGY

Topic 1- Nature & Scope of Personnel Psychology



Psychology

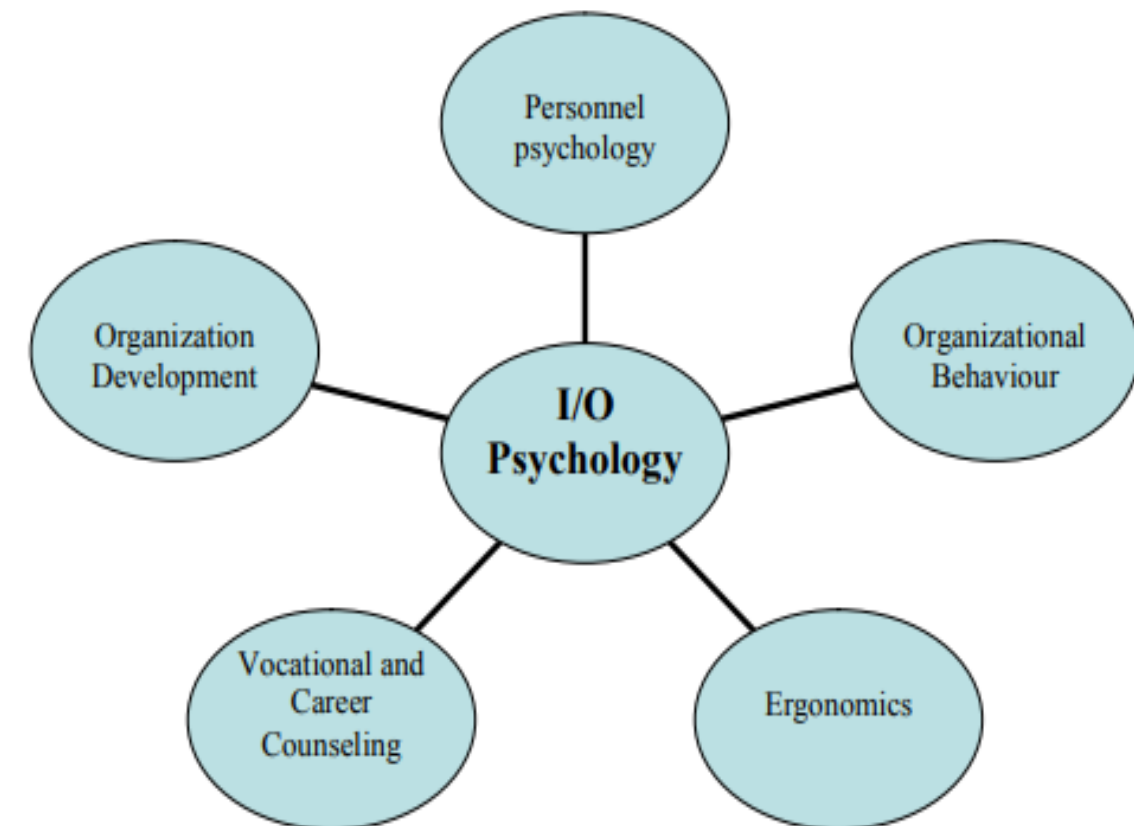




Introduction to Industrial/Organizational Psychology



Psychology is the scientific study of human behavior and mental processes.
Industrial/Organizational psychology is the specialty area within psychology that studies human behavior in work settings





Introduction to Personnel psychology



Personnel psychology is the area of industrial/organizational psychology that primarily deals with the

- Job Analysis
- Recruitment
- Selection
- Evaluation of personnel
- Other job aspects





Nature of Personnel Psychology



- The science of psychology applied to work and organizations
- Concerned with people at work and with their relationships within an Organization.
- It involves personnel planning and forecasting, appraising human performance, selection and staffing, training and development and maintenance and improvement of performance and productivity.



Nature of Personnel Psychology



- Lawrence Apply remarked. “Management is personnel administration”.
- Management is concerned with the efficient and effective use of both human as well as non-human resources.
- Manager is to get the best of his people, he must undertake the basic responsibility of selecting people.
- Personnel management is not a ‘one shot’ function.



Scope of Personnel Psychology



- Concerned with organizing human resources with a view to maximize output and profits of the organization.
- To develop the talent of the employees at work to the fullest possible extent securing personal satisfaction and personnel satisfaction.
- Early stage of industrialisation, dominated by single-ownership concerns, owner himself used to act as a personnel manager.



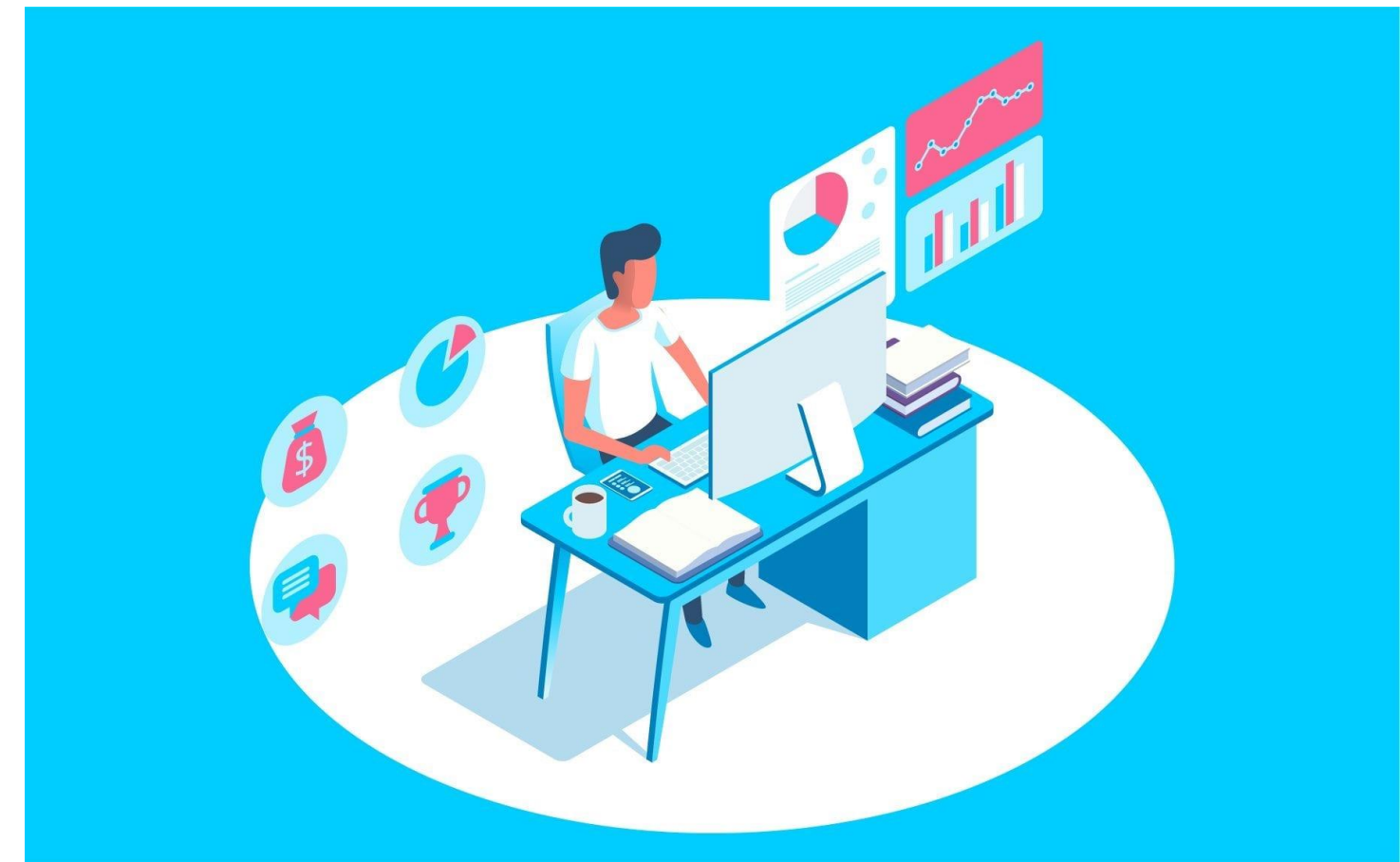
JOB ANALYSIS



Job Analysis is the study of particular aspects of a given job. The Job Analysis includes,

- Tasks and duties of the position
- Desirable qualities of an employee
- Pay
- Promotion opportunities
- Vacations
- Tools used to measure: Job Description Survey and Questionnaire

This helps the organization to educate organization /Individual





Selection Process



Thus selection processes are designed to ensure that those goals line up and individuals are the best "fit" for the organization.

The different methods are used in the selection process for the company

- General Aptitude
- Technical Aptitude
- Group Discussion
- Behavioral interview
- Stress Interview
- HR Interview







Onboard Training



- Skill training
- Work Process
- Induction Program
- Team Leaders
- Managers





Performance Appraisal



- Constructing Instrument to measure
- Performance Parameters
- Performance Validation
- Rewards & Motivation
- Training needs based on Performance
- Promotions based on the performance





Specific roles of Personnel Psychologist



- Developing,
- Administering
- Analyzing employee attitude surveys
- Validating tests
- Conducting job analysis
- Constructing performance appraisal instruments
- Developing employee selection tests
- Examine the factors which contribute to stressful work





References

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Thank You