

Organizational Psychologist Job Description

Duties and Responsibilities:

- Analyze workplace data to identify factors contributing to work inefficiency and low morale
- Conduct research/survey to obtain information as pertains to group interaction, communication systems and organizational structures in a work environment
- Study the reception of new products by a target market to give recommendations on appropriate steps to take in subsequent production
- Proffer expert advice on strategies necessary to facilitate organizational development and improved employee performance
- Design and implement leadership programs for company executives and managers
- Develop standards for the testing, placement and selection of prospective employee
- Serve as consultants to provide professional counsel to clients on issues bordering on organizational management and efficiency
- Create job proposals and render presentations to promote a new business or organization
- Produce technical reports for an establishment from the results of their organizational survey and analysis
- Review research materials to stay updated on psychological pattern
- Administer psychological and moral tests to employees to evaluate their work abilities, skills, and interests
- Design systems that encourage employee retention and address employee issues
- Identify areas in an organization that requires training and development
- Optimize behavioral processes that affect quality of work life.

Organizational Psychologist Requirements – Skills, Knowledge, and Abilities

- **Education and Training:** Organizational psychologists usually require an undergraduate degree study in psychology; they also require a Master's degree in Industrial-Organizational psychology, Statistics or Research design. They may also obtain a doctoral degree in Industrial-organizational psychology and certifications from the American Board of Organizational and Business Consulting Psychology as a sign of professionalism
- **Decision-making Skills:** Organizational psychologists are adept to taking appropriate decisions as relate to handling employee dissatisfaction, and striking a balance between employer and employee expectations
- **Interpersonal Skills:** They are proficient in working with individuals of varying behavioral characteristics
- **Sense of Responsibility:** They are effective communicators and can precisely relate information orally and in writing.