

Abou Bekr Elkaid University , Tlemcen

Faculty of Human Sciences

Department of Psychology

Specialty: Work and Organization

Level: Master Two

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Lesson 1

Key terms in the specialty « work and organization »

Applied psychology علم النفس التطبيقي

Company منظمة / شركة / مؤسسة

Employers مهنيين

Environment محيط

Gains ارباح

Humanity انسانية

Organization تنظيم

Products منتجات

Productivity انتاجية

Quality نوعية

Quantity كمية

Work عمل

Workers عمال

Lesson 2

Overview about the specialty: “work and organization”

1) Overview about work and organization: Psychological work and organization is considered as one specialty of applied psychology.

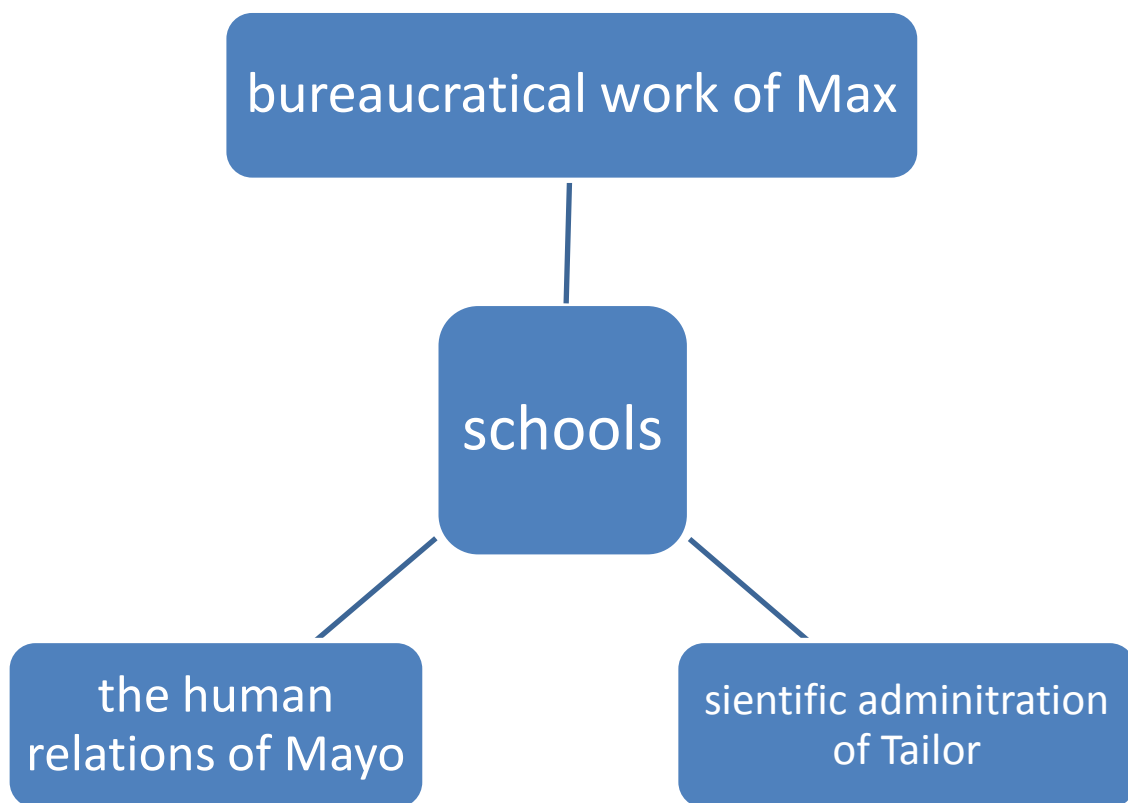
It aims at increasing the productivity of the workers and the work. This aim is reached through solving the problems that happen in the field of the work to ensure the workers' psychological and physical rest. The latter leads to increase the productivity.

2) Between the past and the present: In the past, the main concern of factories, companies, and responsible was to improve the used materials for increasing the quantity of the products in order to achieve the highest quantity of gains. However, currently, the main interest shifted to workers and providing the suitable environment at work. This enables them to achieve the highest productivity.

The individual human is the major element for high productivity since he is the most suitable one to preserve and improve the needed materials.

Lesson 3

Schools of the specialty “work and organization”



Lesson 4:

The interests of the specialty of work and organization

Dr. Abbas (2017) mentions several interests and fields of the specialty of work and organization as follows:

- ✓ The organizational behavior
- ✓ The human engineering
- ✓ The industrial, human, and social relationships
- ✓ The psychological marketing and the behavior of the consumer
- ✓ The individual psychology

Lesson 5

Definitions of key concepts related to the specialty

- 1) Definition of the human work: it refers to the human effort for productivity. It contains both mental and physical efforts.
- 2) Definition of company: it refers to the company and the organization that are based on the claim that the single individual can not reach his needs and goals. So, he is obliged to depend on the examiner's background.
- 3) Definition of groups of work in the company: the group consists of three individuals or more as a result of interaction process between the workers.

Lesson 6

Objectives of the specialty of work and organization

Taylor mentions and works upon three major objectives including:

the selection the best workers

the orders for workers to do work competently

high gains to competent workers