

ROLE OF PSYCHOLOGY AT THE WORKPLACE

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ABSTRACT

The main purpose of this research paper is to understand the role of psychology at the workplace. Psychological perspective allows for the better understanding of the relationship between socio-economic framework, diversity in the working and life conditions, overall level of health and well-being of the individuals and the stability of communities. The primary responsibilities of the psychologists are centred upon helping the individuals adequately cope up with psychological problems of anger, stress, trauma, and depression. This would help them in improving their job duties and also towards their effective growth and development. The main areas that have been taken into account in this research paper include, values and principles of psychological practice within the workplace, implementation of positive psychology in the workplace, psychological study of work and career, positive organizational psychology research, areas highlighting roles of psychologists within the workplace and roles of psychologists in health care of individuals at the workplace.

Keywords: Psychology, Workplace, Organizations, Psychologist, Individuals, HealthCare

INTRODUCTION

When understanding the role of psychology at the workplace, it is vital to take into consideration, how can the workers and their organizations create a more positive and a proactive workplace that bridges economic and human goals. Within the workplace, there are numerous areas, in which psychology contributes an imperative part in their adequate functioning. These are, self-determining behaviour patterns, emotional intelligence, psychological capital, innovation, and workplace changes are designated, investigated, and applied to individuals, groups, and the overall organizational system. The workplaces have cultures that are infused with a strong ethical moral foundation and leaders, who dedicate themselves to bring out the best in their employees. Organizations of virtue strive to do well and they strive to do good by doing well (Froman, 2009). It is vital that the psychological traits of the members of the organization should be normal and regular, so that they are able to be devoted towards the performance of their job duties.

The role that positive emotions and related psychological processes have in helping the individuals cope up with economic stress and disturbances. The hearts and minds of the individuals get open up to become more accessible, productive and creative. In the present existence, the reality or threat of losing well paid and reputed or other kinds of employment opportunities have had negative effects upon the lives of many individuals within the workplace. These have an affect upon the aspirations and thoughts of thousands of workers, their families, and their communities. With these difficult challenges that numerous individuals are experiencing, it needs to be analysed, what are the kinds of changes that come about within the workplace. The main question that arises is, how can the workers and their organizations

generate a more positive and proactive workplace that bridges economic and human goals? It is vital to explore these and related questions and provide insights into the ways that positive psychological principles can be applied to the processes of work, motivation, job satisfaction, performance, leadership and organizational change (Froman, 2009).

VALUES AND PRINCIPLES OF PSYCHOLOGICAL PRACTICE WITHIN THE WORKPLACE

The values and principles that encourage psychological practice within the workplace have been stated as follows: (Connell, Feehan, & Quinn, 2003).

The eminence of life pattern, which holds that the central aim of service provision is to improve the quality of life of the clients, who are experiencing various problems, these include, stress, trauma, depression, anger, frustration, or any other problems that individuals may experience within their working environment. Quality of life is a subjective and cultural concept, which is experienced individually by each client. Therefore, psychological practice includes application of service practice on an individual basis.

The principle that within the workplace, there are core experiences that all individuals need, in order to feel valued. All the individuals aspire to earn rewards and appreciation, they want to obtain promotion opportunities to sustain their living conditions and aspire to gain recognition within the community. There are numerous instances within the workplace that calls for requirement of psychological practice. Dignity, choice, relationships, terms and conditions, community involvement and contributions are some of the factors that individuals need in order to feel valued.

The principle of inclusion, which holds that people with intellectual disability have a fundamental right to be included within the society and to experience a sense of belonging within the society. Psychological practice is primarily centred upon generating job satisfaction among the individuals. It is vital that individuals should feel satisfied within their jobs, possess adequate knowledge regarding performance of job duties and establish appropriate terms and relationships with the colleagues, superiors and subordinates. These factors would contribute in generating welfare of the community.

The strengths and abilities model, which holds that the needs of people with intellectual disabilities are not defined just by their areas of insufficiency but rather, as much by, if not more, their strengths and abilities. There are individuals within the workplace, who experience problems, such as intellectual disabilities or attitudinal problems. They may get easily aggressive or depict anger outbursts. These aspects are not acceptable within the working environment, they may lose their jobs or bring communication terms with others to an end, hence, in such cases, they are required to consult a psychologist.

Psychological practice within the workplace renders an effective contribution in helping the individuals develop positive thinking and good terms and relationships with the other individuals. The employees usually develop the feelings of antagonism and resentment for their colleagues or other members of the organization, especially when someone receives rewards, appreciation and promotion opportunities. Psychological practice takes into account the fact that

one should work to their best abilities, develop positive thinking and inculcate the traits of diligence, conscientiousness and resourcefulness among themselves.

Within different types of workplaces and organizations, there have been numerous cases of sexual harassment and mistreatment of women. Normally, men are involved in these acts, out of the feelings of antagonism, antipathy and resentment. When the criminal act is done on a minor scale, then the individuals, who are the doers may be given warning or are required to seek the services of a psychologist. The psychologist works towards developing an individual into a normal human being, so that he dedicates himself wholeheartedly towards the performance of job duties and not inflict any negative effects upon anybody. It is vital for the individuals to eliminate the feelings of antagonism and resentment against others.

The work of the psychologists is primarily focused upon the training and development of the staff. In order to perform ones job duties in an appropriate manner, the workforce is not just required to possess the skills and knowledge, but their mind-sets and thinking also needs to be adequate, so that they are able to form their attitudes and behavioural traits in a regular and standardized manner. The staff training may involve delivery of courses and programs, which may lead to enrichment of knowledge base and intellectual abilities of the individuals.

Psychologists are important members of various teams. Time is required to formalise the membership and working methods of each teams. The psychologists need to be kept informed regarding the changes and transformations that may take place in teams. When changes and transformations take place within the organizations, then changes also need to be brought about in the work performance of the individuals. Psychologists help the individuals to perform their job duties in a well-organized manner.

Psychologists have an expertise in the area of evaluation and are involved in identifying the areas, regarding which the individuals seek guidance. Psychologists play an important role in the development of new and innovative services. An integral part of work of a psychologist is the development of pilot projects, which will lead to the development of services within the course of time. It is important for the psychologists to implement new and innovative ideas in their practices, so that it may prove to be beneficial to the individuals, well as the workplace to a large extent.

IMPLEMENTATION OF POSITIVE PSYCHOLOGY IN THE WORKPLACE

The implementation of positive psychology is in the creation of a productive, innovative and virtuous workplace. The main areas have been stated as follows: (Froman, 2009).

Strengths, Virtues and Self-Determination - An upright and productive life incorporates the concept of profound and engaging involvement in inherently satisfying and motivating activities, referred to as flow, a state in which time stops and self-consciousness is blocked. The capability to experience flow can give rise to self-determining attitudes and actions that can lead to positive work and organizational outcomes. They can also serve as protecting mechanisms against many of the externally driven limitations and pressures that would otherwise hinder ones effectiveness. This capability for flow and related self-determining patterns can also be

understood from the lens of virtue. Virtue is about what is good, responsible, and inspiring. A sense of virtue informs and shapes ones core values. In the workplace, for example, leaders of virtue make decisions in ways that take into account ethical and moral considerations.

Emotional Intelligence (EI) in the Workplace - The concept of EI refers to the ability to appropriately identify, access and generate emotions, assist thought processes, and reflectively regulate emotions, so as to promote emotional and intellectual growth. EI addresses self-regulatory processes of emotions and motivation that enable the individuals to make adjustments to achieve individual, group, and organizational goals. Emotional Intelligence has also been defined as a set of competencies that promote a co-operative combination with intelligence. As capabilities, they encompass personality traits, motives, bodies of knowledge, and skills that can possibly facilitate individual achievement of positive work outcomes in the areas of job performance, career advancement, customer service, teamwork, and leadership. EI being viewed as an established set of dispositional attributes, e.g., personality traits, character, core values as compared to a set of social-emotional skills that can be learned and developed.

Psychological, Capital and Organizational Behaviour - Drawn from positive psychology, the concept of psychological capital refers to the psychological strengths of hope, resilience, optimism, and efficacy within the framework of workplace applications. Interest in the concept emerged out of an increasing recognition of the importance of human capital, defined as the experience, education, skills, knowledge, and notions that people bring into their jobs, or in the case of knowledge and skills that can also be developed on the job. Along with human capital, the concept of psychological capital, directly related to positive emotions, has been suggested as another important factor to be leveraged by the workplaces to achieve competitive advantage in the global economy of the present existence. Like human capital, psychological capital can be viewed as assets to be encompassed, developed, and managed by the organizations to achieve operative job performance and organizational results.

Organizational Behaviour, Innovation and Change - The role of positive psychology in the framework of organizational behaviour, innovation, and change within the organizations can be viewed from three perspectives: dispositional, stability-change interaction, and organizational and environmental factors. The dispositional perspective is within the organizations, much of human behaviour can be explained by individual dispositional factors such as, personality traits, attitudes, abilities, and motivation. Research studies have found personality traits to be related to performance motivation, job satisfaction, and job performance. Stability-change interaction is the kinds of organizational changes occurring in the workplace, e.g., job cuts, downsizing, mergers are emotional events. Much of the literature on organizational change, nevertheless, has focused on rational cognitive approaches, often viewing emotions in the narrow framework of factors that interfere with rather than assist effective change management. A beneficial way of viewing change and stability is to identify that while organizations need to adapt to the inevitability of change, they also need to categorize and maintain those stable components of their cultures that have positive values.

It is vital to establish a connection between organizational and environmental factors. How employees perceive their organizations i.e., the psychological climate can influence their acceptance of organizational change, their adjustment, defined as higher job satisfaction,

psychological welfare, and organizational commitment. A growing practice in organizational development and change that were initiated by the aspects of positive psychology that puts emphasis on those things within one's lives that are going in the right direction and that identifies causes for pleasure is appreciative inquiry (AI). As an approach to organizational change, AI seeks to motivate and encourage the employees and managers to shift their thinking from a narrow, and at times, overly firm focus on specific problems that need fixing, to one that builds on existing strengths to help in the generation of more productive and resourceful outcomes. AI also places large emphasis on change processes that focus on dialogue, collaborative learning, and participative decision-making.

The Virtuous Organization - Virtuous organizations pervade an ethical perspective into their cultures. These organizations have multiple bottom lines, promote self-determining, emotionally intelligent, and team-oriented behaviour patterns and develop supportive leaders that enable others to succeed, all of which can lead to productive and creative outcomes. They have at least five attributes: virtues foster a sense of meaning, welfare, and ennoblement in people; they are experienced cognitively, emotionally, and behaviourally; they foster agreement in relationships; they are self-reinforcing and strengthen positive behaviours; and they serve a protecting function and nurture flexibility. These attributes are directly connected to positive psychology and will now be examined within the framework of the organizational structure.

PSYCHOLOGICAL STUDY OF WORK AND CAREER

Over a century ago, psychologists moved from the laboratory and consulting office to the world of work and careers. Two specific specialties have emerged that put emphasis on the nature of work within the lives of individuals and workplaces (Blustein, Masdonati, & Rossier, 2017).

One perspective, now known as vocational psychology, has concentrated on the experiences of individuals, as they plan and adjust to the tasks of developing an established and significant work life. Vocational psychology has informed the training and knowledge base of career counsellors, school counsellors, and psychologists, who are interested in helping people navigate many transitions of existing life. Vocational psychologists are examining the role of human rights, and social identities, rooted in race, social class, ability, sexual orientation, migration, region, and their intersections in relation to individuals' access and adjustment to work. Vocational psychologists are also discovering how individuals are influenced by the conditions within the workplace and emerging from the social and economic network of resources and barriers that support or inhibit access to decent work. This increased focus on the framework, adequately connects vocational psychology to the ILO agenda and to related initiatives that have been advanced in the UN Sustainable Development Goals.

Another perspective, known as work psychology or Industrial-Organizational (I-O) Psychology, has put emphasis on understanding how organizations and employers can use psychology to improve the quality of their workforces, leadership, personnel selection, training, and related challenges within the workplace. I-O psychology has provided the knowledge base to enhance the work of organizational psychologists, human resource professionals, and others,

who are focused on developing an energetic, industrious, and dynamic work environment. Other psychologists from such fields as social, counselling, clinical, and health psychology also have put emphasis on occupational health issues, mental health problems at the workplace, and other issues that are reflected in the Decent Work Agenda that the ILO has advanced.

The contributions of psychologists to the promoting of health and well-being of the individuals, organizations and the communities have been stated as follows: (Bluestein, Masdonati, & Rossier, 2017).

Having access to decent work has been associated with individual and family well-being, and prospering communities. When individuals have good employment opportunities, then they are able to do better in lives. A stable and secure job provides individuals with the capability to survive financially, establish connections with others, and to determine the course of their futures. Moreover, access to stable and dignified work provides people with a strong means of cohering their own identities.

The connection between work and well-being is reflected in a rich literature on unemployment and mental health. Losing a job and not being able to obtain access to the labour market is usually connected to the development of mental health problems and increases in family violence. A summary of research findings on unemployment and mental health divulges that the best way to resolve the psychological problems that occur when someone is out of work is to have them obtain a new job that is decent, dignified, and stable.

The increasing prevalence of risky work is associated with mental health and physical health problems, as described by the Organisation for Economic Co-operation and Development (OECD) and considerable research in psychology. Risky work is characterized by a lack of explicit or implicit long-term path, scant benefits, and deficient opportunities for skill development that might lead to sustainable and meaningful work. Risky work is often manifested in underemployment, short-term and part-time contracts, or work in the informal economy.

While work within the traditional labour market has become more risky, the informal economy is becoming progressively important for many people, particularly those living in the Global South and other less industrialized regions of the world. In some regions of the world, the informal economy can represent up to 80% of the jobs and may be considered as a positive and industrious option for significant work within some communities. Psychologists have been examining the impact of cultural beliefs, the level of support within one's relational networks, and other structural factors in shaping the nature of work in the informal economy.

Psychologists have also been discovering the aversive impact of child labour, which remains a major hindrance in achieving the Decent Work Agenda and in promoting decent living standards on a global scale.

Another pertinent area of research is on the relationship between caregiving work and marketplace work. Psychological scholarship is contributing to the understanding of how gendered roles continue to result in one-sided work-loads for women, who are often subordinated to the caregiving work, while also being compelled to work within the marketplace.

Under certain conditions, work and employment provides substantial opportunities for the progress and development of the individuals. Extensive research has established that decent work is connected with greater suppleness in other domains of life and with an improved level of health and well-being.

POSITIVE ORGANIZATIONAL PSYCHOLOGY RESEARCH

The main areas that have been taken into account in the case of positive organizational psychology have been stated as follows: (Davis, 2010).

Good Work – One of the critical factors to the success of the workplace is the production of high quality products. These require the employees to have good judgement, high efficacy and high performance. Good work is defined as the work performance that meets the quality standards, it is put into operation in an appropriate manner, it is designed and structured appropriately, it should be worthwhile to the individuals, who performs it and should be socially responsible. The individuals need to determine that they would overcome and adequately deal with all the problems and difficulties and do well in their jobs and functions. The psychology of the individuals get affected by their work. If the work is implemented in an appropriate manner, then one feels happy and contented. On the other hand, undesired results make the individuals feel dissatisfied and depressed.

Personnel Selection and Company Fit – Within the organization or any kind of workplace, there are numerous tasks and jobs that individuals are required to perform. Within the workplace, the selection of the individuals need to be made in an appropriate manner. The educational qualifications, experience, skills, abilities, behavioural traits, nature, and personality traits are to be taken into consideration, when making selection of the individuals. It needs to be ensured that individuals should be dedicated towards the performance of job duties and establish good terms and relationships with their colleagues, superiors and subordinates. When the workplace has to fill the job vacancies, then it involves expenditure as well, such as, costs are incurred on advertisements in newspapers or to display them in any public places and so forth. Job vacancies may prove to be barriers within the course of implementation of tasks and functions, therefore, it is vital that appropriate individuals should get selected in accordance to the positions.

Performance, Engagement and Burnout – One of the major causes of employee turnover is burnout, which can result from any causes, such as job stress, inability to cope up with difficult situations, monotonous conditions of the jobs, and so forth. The psychology of the individuals enables them to develop positive or negative feelings about the jobs. When the individuals will feel that job involves stress, challenges, difficulties, in other words, it is demanding in nature, then they would feel job dissatisfaction. On the other hand, if the individuals would possess positive feelings about the jobs, such as, it is interesting, motivating, inspiring, energizing, then one is able to gain experience and perform their job duties wholeheartedly. Jobs do involve stress and in most cases, individuals are required to spend long hours towards the performance of their job duties. They do not even find time for themselves

and their families. Performance of job duties, getting engaged within the workplace and experiencing burnout factors are an integral parts of jobs.

Mentoring –Mentoring is one of the primary ways to lead to effective growth and development of skills and abilities among the individuals within the organization. Mentoring has been encouraged to increase diversity within the workplace. In this case, the individuals belonging to different races, ethnicities, castes, creeds, religions, genders, and socio-economic backgrounds are guided, supported and assisted in the development of abilities, talents, and proficiency traits so that they are able to perform their job duties in an adequate manner. At the workplace, leaders, managers, supervisors and employers are the individuals, who are required to possess the traits of mentoring and guiding the individuals towards the adequate performance of job duties. They need to possess the capabilities to guide and lead the workforce in the right direction. The factors need to be determined that contribute towards good mentoring. In addition, mentoring helps in the creation of a positive work environment, build teams and enable the individuals to bring their skills and abilities to make use of within the workplace.

Teams –Individuals possess various skills, abilities, knowledge and experiences, which they can share in the accomplishment of tasks and functions. Teamwork is a fundamental aspect for the functioning of any organization or workplace. The individuals are able to integrate, cooperate and work in collaboration towards the achievement of the desired objectives. The dynamics of team flow are still under investigation, though some inroads have been made. When individuals are working in a team, they are able to establish effective communication skills, and generate awareness regarding new ideas and viewpoints. Individuals do experience disputes and disagreements in some cases, when they are working in a team, but it is vital that they should deal with conflicts in an appropriate manner. Peaceful conflict resolution methods need to be adopted in case of disagreements.

Creativity and Innovation – In any kinds of workplace, whether they are educational institutions, training centres, production and manufacturing organizations, service organizations, health care centres, medical centres, hospitals, and so forth. Individuals do want to initiate creativity and innovation in the performance of their job duties. The members of the workplace are required to work in collaboration to bring about creativity and innovation. With advancements taking place in technology and introduction of innovative techniques and methods, the individuals feel that they need to make use of them to enhance productivity. It is vital to recognize the relationship between motivation, rewards and creativity. The usage of technology and innovative techniques and methods will help in the implementation of tasks in less time and when the employees are efficient in the performance of their job duties, they are usually rewarded. They experience promotional opportunities, increase in salary and benefits. Therefore, creativity and innovation has proved to be productive and advantageous.

AREAS HIGHLIGHTING ROLES OF PSYCHOLOGISTS WITHIN THE WORKPLACE

Within the workplace, there are numerous areas, regarding which individuals need counselling and guidance. The roles of psychologists are considered imperative regarding the following areas: (Hansson, & Driscoll, 1993).

Relations, Terms and Conditions – Even when the individuals are experienced, skilled and proficient in their performance of job duties, then also it is vital that for the efficient performance of job duties, they should establish effective relations, terms and conditions with their colleagues, superiors and subordinates. There have been cases, when the other members within the workplace are difficult to deal with. They are stern in attitude, demanding and impose challenging situations for the individuals. In some cases, individuals feel apprehensive and vulnerable, when their employers possess this kind of attitude. Unapproachable attitude on the part of the employers, usually make the individuals feel apprehensive regarding the performance of job duties. In such cases, they may consult a psychologist, when they experience problems in developing effective relations, terms and conditions with the other individuals at the workplace.

Communication – Effective communication is an imperative aspect in any organization or workplace. Whether it is in a verbal form or in a written form, individuals are required to get engaged into effective communication process to provide solutions to their problems, redress grievances and accomplish job duties in an appropriate manner. The introvert nature of the individuals, usually proves to be an impediment within the course of accomplishment of their tasks and functions. When individuals encounter problems in public speaking or group discussions, when they experience problems in dealing with other members of the workplace, when one easily gets aggravated over trivial issues, and so forth are some of the areas in which individuals seek assistance from a psychologist.

Stress – Stress commonly is experienced by the individuals in the implementation of various types of job duties. The various causes of stress include, long working hours, difficult job functions, inability to implement time management skills, meeting the target requirements of completion of certain tasks, problems and difficulties experienced in the performance of job duties, lack of promotional opportunities, inadequate knowledge, lack of awareness, inefficient working environmental conditions, occurrence of conflicts and disputes within the workplace, lack of innovative strategies and methods and lack of policies and procedures needed to accomplish the desired goals. These areas which give rise to stress often requires services of the psychologists. The psychologists provide assistance and guidance to the individuals to overcome stress and generate job satisfaction.

Leadership – The functions of leadership are important in any workplace. The leaders are required to develop skills, abilities and expertise among them to motivate and inspire the employees to carry out their job functions in a well-organized manner. The various functions of the leaders include, decision making, evaluating the employees, supervising the performance of tasks and functions, ability to handle grievances and problems of the employees, ability to provide conflict resolution methods, providing training and familiarising the employees with the

use of innovative techniques and methods. In the implementation of job duties, leaders do experience problems and difficulties for which they may consult a psychologist. The assistance obtained from a psychologist would help in overcoming the problems and in carrying out the job duties in an adequate manner.

Changes and Transformations –Within the course of time, changes and transformations do come about within the workplace and it would not remain the same. The changes may take place with the recruitment and selection of employees, working environmental conditions, use of technology and innovative methods, performance of job duties, job rotation and so forth. There have been instances, when individuals encounter problems with the usage of technology, they do not feel comfortable with it and feel apprehensive. It is the imperative requirement of the job that all tasks and functions need to get implemented through the use of technology. In such cases, individuals need to undergo training regarding how to make use of technology. In some cases, individuals require assistance from the psychologist to adequately deal with all the challenges within the jobs.

Difficult Outcomes – One of the primary causes of psychological problems among the individuals is difficult outcomes or undesirable results. When the individuals work to their best abilities, put in time and money and are not able to achieve the desired outcomes, then it leads to psychological problems. In some job duties, the individuals put in their efforts to produce goods, but they are not able to incur profitability, unless their products are sold. When the customers do not express their contentment regarding the products, in other words, customer dissatisfaction leads to difficult outcomes. The role of the psychologist is recognized in helping the individuals to overcome stress, depression, frustration and anger. By overcoming these feelings, individuals are able to make improvements to enhance profitability.

Workload – Within the organizational structure, there are numerous departments, that are present and numerous job functions that the employees are required to put into operation. When an individual has a leadership role and he is responsible for a number of areas, in other words, when he has numerous obligations, responsibilities and job functions, then certainly he may feel stress and pressure. Workload normally leads to inadequate job performance. When one is unable to perform the job functions in a well-organized manner, then it would cause job dissatisfaction. When one experiences job dissatisfaction due to workload, then it is understandable that an individual should perform one task at a time. A psychologist may be consulted to seek advice, when one has to perform numerous job duties and is endowed with many responsibilities. A psychologist makes provision of information regarding how to manage all the responsibilities and performance of all job functions.

Resources – In order to carry out any task or function or job, one needs resources. Financial resources are regarded as imperative, which are necessary for the functioning of any organization. When the members of the organizations experiences financial problems, then it effects their psychological approach. Lack of resources prove to be barriers within the course of achievement of goals and objectives. Financial resources and human resources are the imperative resources that are required for adequate functioning of any organization. Therefore, it is essential that one should manage the resources in an appropriate manner. When individuals

experience lack of resources or are not able to manage them in an appropriate manner, then they are required to consult a psychologist.

Politics – In some workplaces, there is occurrence of politics. Politics takes place within the working environment, when one person receives rewards and appreciation, while others do not receive for the same job functions. Out of the feelings of antagonism and resentment, there is occurrence of politics. Politics is regarded to be a negative aspect that impedes the functioning of any workplace. When employees get involved into political situations, they will not be able to perform their job duties well. When individuals get engaged in politics, then it does influence their mind-sets in a negative manner. In order to provide solutions to the problems of stress, anger, depression and frustration, that takes place due to politics, the individuals need to seek the services of a psychologist.

Rewards and Promotion Opportunities– In any workplace or organization, individuals need to be rewarded and motivated for their good performance. Rewards, appreciation and promotion opportunities are essential for the efficient performance of job duties and to arouse interest amongst the mind-sets of the individuals. Individuals work to their best abilities to earn rewards and promotion opportunities. When they are able to earn rewards and promotion opportunities, they feel gratified. On the other hand, when they do not earn rewards or promotion opportunities, in spite of hard work and dedication, they feel disheartened. The feelings of disappointment and dissatisfaction require the individuals to seek services of a psychologist, so that they are able to find solutions to their problems.

ROLES OF PSYCHOLOGISTS IN HEALTHCARE OF INDIVIDUALS AT THE WORKPLACE

The interaction between the workplace and the health care of the individuals includes, the physical tolls of work, the psychological tolls of work and social dependence on work(Carpini, 2012). The physical tolls of work are associated with manual and risky work. However, modern working conditions do involve some kinds of situations that are precarious. Physical tolls of work involves manual work, which may be hazardous and risky to the health conditions of the individuals. In the case of hazardous jobs, it is vital that the individuals should take precautions and possess adequate skills and abilities regarding the performance of job duties.

The psychological tolls of work involves the psychological approaches within the individuals that are considered imperative to perform ones job functions in a well-organized manner. It is vital for the individuals to possess the traits of diligence, conscientiousness, resourcefulness and honesty at the workplace. They should possess the abilities to work under stress and deal with all kinds of problems and difficulties appropriately. The possession of negative feelings and an unconstructive attitude does not enable the individuals to stay within the workplace for long and they end up losing their jobs. The individuals are required to be socially dependent on their work and engage themselves wholeheartedly towards their performance. Social dependence upon work contributes in the reduction of potential risks and other problems that may arise due to unfavourable outcomes or undesirable results. The

individuals are required to implement proper procedures in the performance of tasks and functions.

Psychological problems and other injuries, hurts or harms that individuals experience within the workplace does affect their health. The individuals seek assistance and advice from the psychologists to cope up with all the problems and difficulties. The role of the psychologist primarily is focused upon the mental health of the individuals. They first analyse the causes behind the deterioration of the health conditions, then they suggest remedies and solutions that are needed to be put into practice in order to provide solutions to the problems and make improvements. Main focus is put upon the fact that individuals should develop positive thinking regarding their work and take adequate precautions, when they are engaged in manual and hazardous occupations.

CONCLUSION

In the present existence, with the increasing demands of the workplace, and a greater need for knowledge work, modernization, innovative methods and creativity, organizations are required to develop and train the workforce, so that they are able to render an effective contribution to their best abilities. Because of positive psychology's distinctive emphasis put on thriving, and its focus on the implementation of those aspects that would prove to be beneficial even in the long term would contribute to concrete organizational performance. It will become an indispensable contributor to success in the business world. Whether in showing management, how to develop and utilize human capital, managing organizational policy, or enabling workers to make their best contributions, positive psychology has been, and will continue to be an advantage to the workplace.

The benefits of positive psychology have been highlighted in the areas of helping the individuals to cope up with psychological problems of anger, stress, trauma and depression. The individuals are guided how to implement time management skills in an effective manner, so that they do not feel work pressure. It is vital for the psychologists to be proficient and expert in their areas. In some cases, the services of the psychologists may take long time, but when they are put into operation in an efficient manner, only then they will prove to be beneficial to the individuals.

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