



# PSIKOLOGI INDUSTRI DAN ORGANISASI

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# **OUTLINE**

**TENTANG PSIKOLOGI**

**KONSEP DASAR PSIKOLOGI INDUSTRI**

**RUANG LINGKUP PSIKOLOGI INDUSTRI**

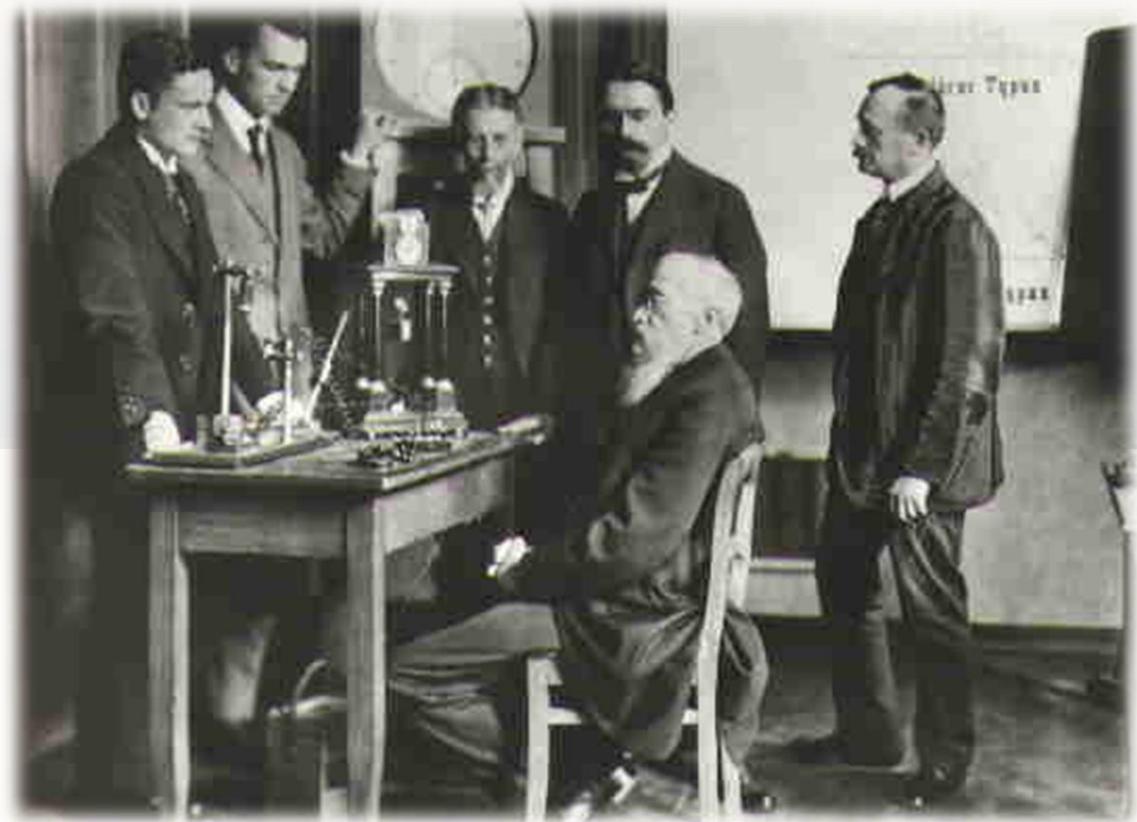
**ETIKA DALAM PSIKOLOGI INDUSTRI**



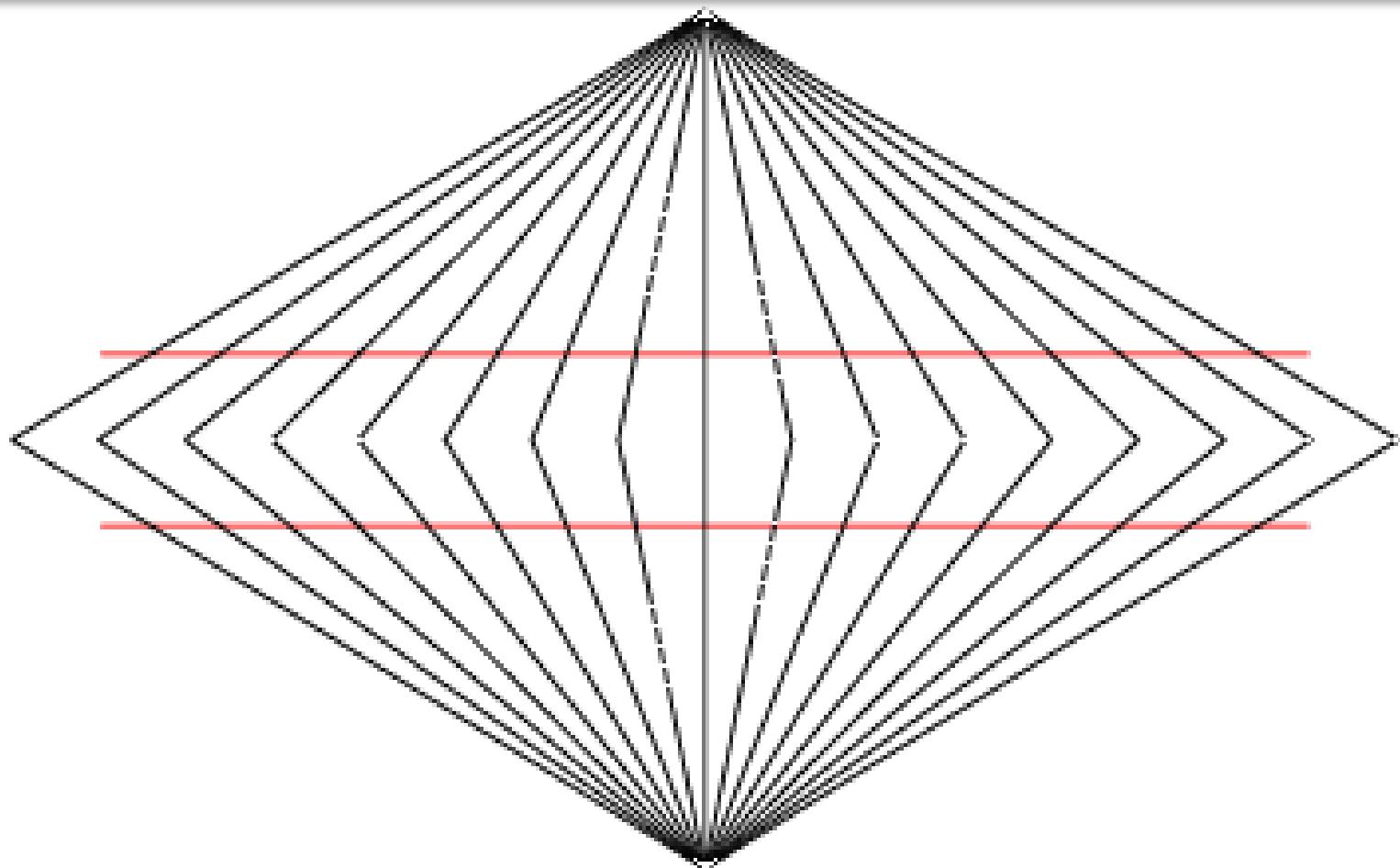


*Wilhelm M. Wundt*  
(16.08.1832 – 31.08.1920)

1879, Laboratorium psikologi pertama di University of Leipzig, Jerman dengan percobaan *Wundt Illusion*.



# Wundt Illusion



More in : <http://whathumansdo.blogspot.com/2010/01/optical-illusions.html>

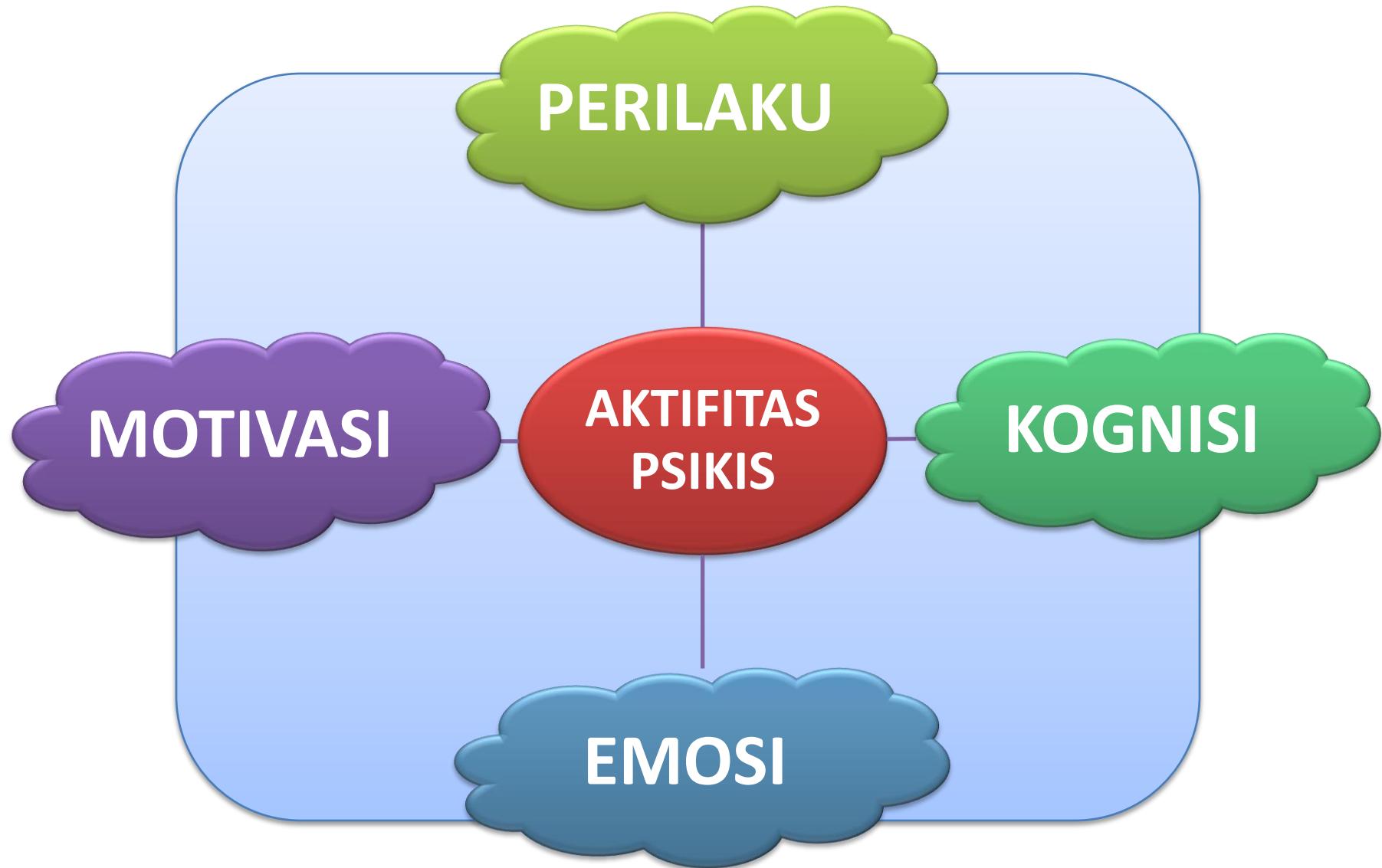


**PSIKOLOGI**

**PSYCHE  
LOGOS**

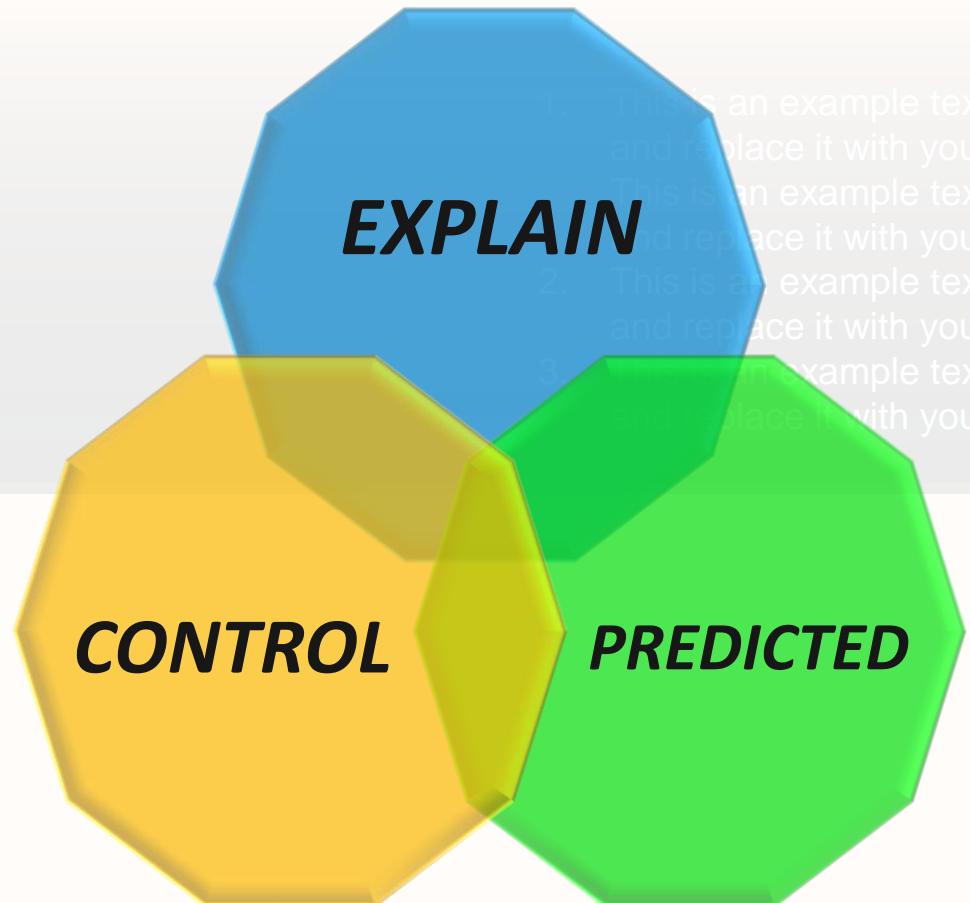


**TINGKAH LAKU  
&  
PROSES MENTAL**



(Spector, 2000)

# Fungsi Psikologi sebagai Ilmu



(Waluyo, 2009)

# Wilayah Aplikasi Psikologi



**Psikologi Pendidikan**



**Psikologi Sekolah**



**Psikologi Industri & Organisasi**



**Psikologi Kerekayasaan**



**Psikologi Klinis**

# INDUSTRIAL / ORGANIZATIONAL PSYCHOLOGY

## DEFINITION

*Industrial/organizational psychology* is a branch of psychology that applies the principles of psychology to **the workplace**.  
(Spector, 2000 ; Aamodt, 2006)

*Industrial psychology* is that branch of applied psychology that is concerned with **efficient management of an industrial labor force** and especially with problems encountered by workers in a mechanized environment.  
(Bisen & Priya, 2010)



*“to enhance the dignity and performance of human beings, and the organizations they work in, by advancing the science and knowledge of human behavior”*

*(Rucci, 2008).*

# FRAMEWORK



- Psikologi Manusia (pola pikir, sikap, tindak tanduk)
- Kepemimpinan (moralitas, mentalitas)
- Motivasi, Kreativitas, Inovasi, Daya Saing, Kesungguhan, Semangat, Entrepreneurship
- Kepentingan Industri (rekrutmen, seleksi, penempatan, pemberdayaan, dan pembinaan)
- Faktor Manusia (Analisa Tata Cara Kerja, Minimasi Waste)

# MAJOR FIELDS

## **PERSONNEL / INDUSTRIAL PSYCHOLOGY :**

analyzing jobs, recruiting applicants, selecting employees, determining salary levels, training employees, and evaluating employee performance.

## **ORGANIZATIONAL PSYCHOLOGY :**

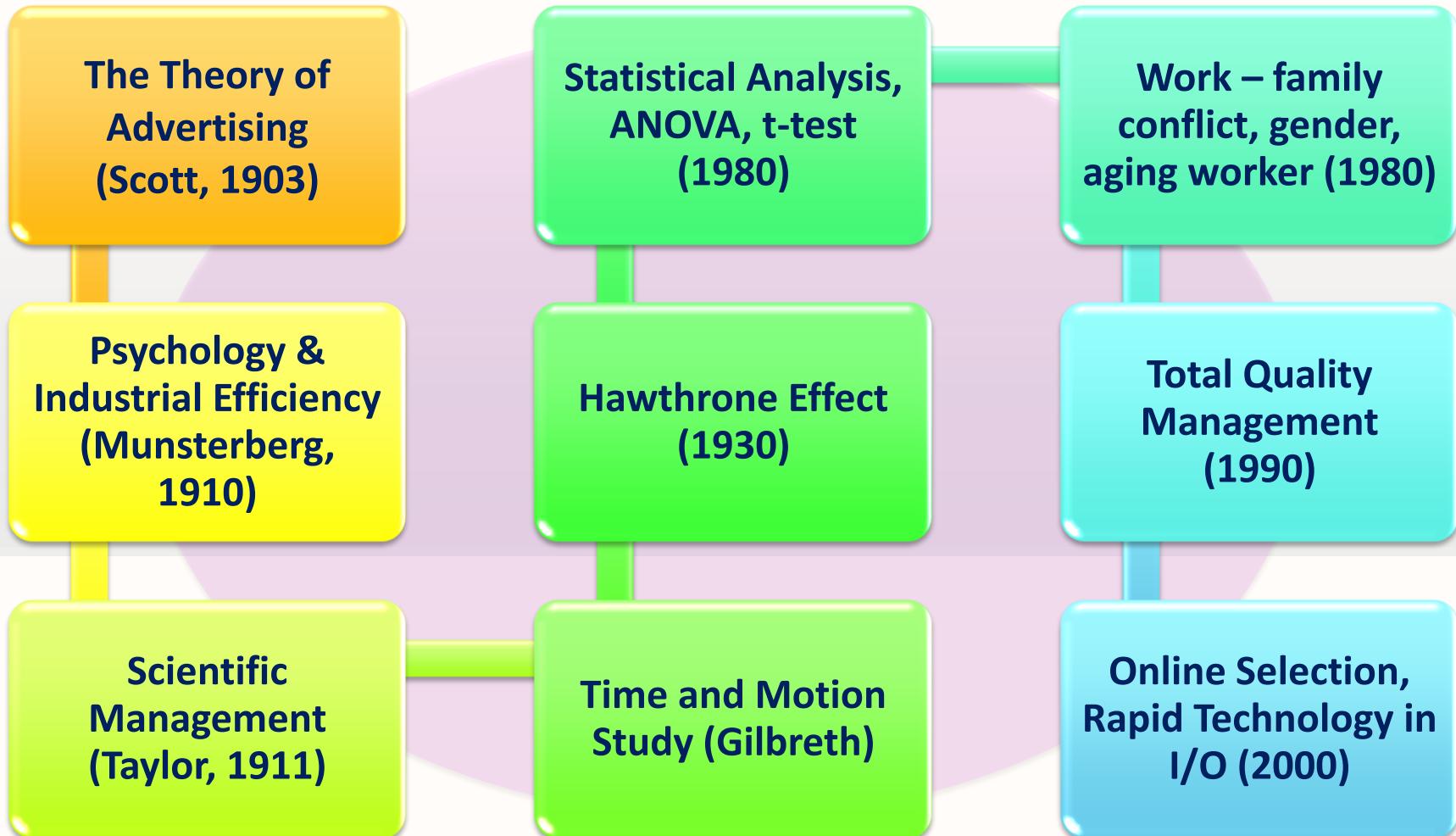
issues of leadership, job satisfaction, employee motivation, organizational communication, conflict management, organizational change, and group processes within an organization.

## **HUMAN FACTORS PSYCHOLOGY :**

workplace design, human-machine interaction, ergonomics, and physical fatigue and stress.

(Aamodt, 2006)

# History of I/O Research



*Academy of Management Journal*

*Academy of Management Review*

*Administrative Science Quarterly*

*Applied Psychology: An International Review*

*Group and Organization Studies*

*Human Factors*

*Human Relations*

*Human Resources Management Review*

*International Journal of Selection and Assessment*

*International Review of Industrial and Organizational Psychology*

*Journal of Applied Psychology*



*Journal of Business and Psychology*

*Journal of Management*

*Journal of Occupational and Organizational Psychology*

*Journal of Occupational Health Psychology*

*Journal of Organizational Behavior*

*Journal of Vocational Behavior*

*Organizational Behavior and Human Decision Processes*

*Organizational Research Methods*

*Personnel Psychology*

*Work & Stress*



# KOMPONEN PENELITIAN



- **TOPIK APA** yang diteliti ?
- **DIMANA** penelitian tsb dilakukan (laboratorium / studi lapangan) ?
- **METODE APA** yang digunakan (eksperimen, non-eksperimen, survei, arsip, meta-analysis) ?
- **BERAPAKAN SAMPEL** yang diambil ?
- **METODE STATISTIK APA** yang digunakan untuk menganalisa data ?

# **ETIKA KERJA**

**1**

***COMPETENCE***

**2**

***INTEGRITY***

**3**

***PROFESSIONAL AND SCIENTIFIC RESPONSIBILITY***

**4**

***RESPECT FOR PEOPLE'S RIGHT AND DIGNITY***

**5**

***CONCERN FOR OTHER'S WELFARE***

**6**

***SOCIAL RESPONSIBILITY***

"Ethical Principles of Psychologists and Code of Conduct" by The American Psychological Association, 1992,  
*American Psychologist*, 47, pp 1597 - 1611

# THANK YOU!

