



A Career in the Field of Occupational Psychology

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We will spend most of our lives working...more than any other activity (other than sleeping!)



Professor Susan Murphy

- ***Chair in Leadership Development***
- ***Head of Organisation Studies Group***



Dr Tom Calvard

- ***Lecturer in Human Resource Management***
- ***Member of Organisation Studies Group***



- ***Our projects, interests & background in field of OP?***

Introduction

“the application of the science of psychology to work. Occupational psychologists use psychological theories and approaches to deliver tangible benefits by enhancing the effectiveness of organisations and developing the performance, motivation and wellbeing of people in the workplace.”

- *Many labels: organizational, I-O psychology, work psychology etc.*
- *Professional bodies & divisions, events, awards, community*
- *Psychology degree is first step, then MSc, then Chartership, then CPD*
- *Level A and Level B: Intelligence & personality testing qualifications*
- *Health & Care Professions Council (HCPC) protected title*
- *DOP Careers Booklet: https://www.bps.org.uk/system/files/user-files/Division%20of%20Occupational%20Psychology/public/career_profiles_-_web.pdf*

DOP 'Eight Areas' & Working Groups

- 1. Human-machine interaction.*
- 2. Design of environments and work: health and safety.*
- 3. Personnel selection and assessment, including test and exercise design.*
- 4. Performance appraisal and career development.*
- 5. Counselling and personal development.*
- 6. Training (identification of needs, training design, and evaluation).*
- 7. Employee relations and motivation.*
- 8. Organisational development and change.*

- 1. Assessment Centre Standards*
- 2. Awards & Recognition*
- 3. Board Effectiveness*
- 4. Communications*
- 5. Conference*
- 6. Diversity & Inclusion*
- 7. Going Green*
- 8. International*
- 9. Leadership & Development Programme (Volunteer Training)*
- 10. Learning a Living (LAL)*
- 11. Networking & Professional Development Working Group*
- 12. Neuro-Diversity and Employment*
- 13. OP Matters*
- 14. Public Policy (OPIPP)*
- 15. Science & Practice*
- 16. The Psychology of Health & Wellbeing*
- 17. Work-Life Balance*
- 18. Youth Employment*



HR DIRECTORS

Consultants

LAWYERS/Solicitors

ADVISORS

Researchers

**Chief People Officer
Or Chief Human Resource Officer**

Head of People Analytics





MSc Programs in OP, HRM and IHRM

- **Professional & Career Development Loans (PCDL):**
<https://studentbursarysupport.education.gov.uk/OnlineApplication/Introduction.aspx>
- **National Careers Service: 0800 100 900, Monday to Sunday, 8am to 10pm**
- **Guides to Masters Loans:** <https://www.findamasters.com/funding/guides/masters-loans.aspx>
- **Search for BPS accredited OP Masters courses in UK here:**
<http://www.bps.org.uk/bpslegacy/ac>
- **UEBS MSc in Human Resource Management (HRM):** <https://www.business-school.ed.ac.uk/msc/human-resource-management>
- **UEBS MSc in International Human Resource Management (IHRM):**
<https://www.business-school.ed.ac.uk/msc/international-human-resource-management>

Examples of Companies to Work For

- **ARUP:** <http://www.arup.com/careers>
- **CEB:** <https://www.cebglobal.com/careers/opportunities/psychologists.html>
- **DDI:** <http://www.ddiworld.com/careers?lang=en-us>
- **UK Government:** <https://www.gov.uk/government/organisations/civil-service-government-occupational-psychology-profession/about>
- **Best Companies:** <https://www.b.co.uk/careers/>
- **More general info & job search links:** <https://www.prospects.ac.uk/job-profiles/occupational-psychologist>

Take away messages

- *Individuals, teams, organisations & work – performance & well-being*
- *As always – networking is key!*
- *Use professional bodies to help develop career where appropriate*
- *Related to psychology, many other disciplines, areas of expertise*
- *Contact us here at University of Edinburgh Business School*
- *HR and OP overlap, but also have some complementary differences*
- *Working with or in academia is also an option! (PhD, lecturing, research)*
- *OP academics in universities tend to be in business/management schools*

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