

Scope of Specialization

INDUSTRIAL PSYCHOLOGY and HRDM

Industrial Psychology discipline has expanded to broader domain and currently comprises Six widely acknowledged sub-fields: Personnel Psychology, Organizational Psychology, Career Psychology, Consumer Psychology, Ergonomics and Psychometrics.

Job Niches

Large number of potential job niches for industrial and organizational psychologists under the areas - Long-term Sustainability of the Organization, Governance and Ethics, Financial Well-being of the Organization, Strategic Positioning, Vision and Mission , Human capital management, identification and development of human resources and talent management and Research

Industrial Psychologists are employed as HR consultant, HR manager, OD manager, Compensation and Benefits Manager I/O Psychology Scientist/Researcher, Strategic partner Academic advisor, Awareness Creator, Strategic partner Diagnostician, Evaluator, Facilitator, Counselor ,Mentor , Assessment and selection specialists and Job Analyst Also Industrial Psychologists might work independently, or for consulting firms as organizational development specialists, career or leadership coaches, Trainers and facilitators.

CLINICAL PSYCHOLOGY

Clinical psychologists aim to reduce the distress and improve the psychological wellbeing of their clients. By assessing a client's needs, abilities or behaviour using a variety of methods, including psychometric tests, interviews and direct observation of behavior. They use psychological methods and research to make positive changes to their clients' lives and offer various forms of treatment. .

Job Niches

Clinical psychologists tend to work with one particular client group, such as children or people with learning disabilities. They also often work in a particular setting, for example a hospital or through social services. A clinical psychologist might opt to open his own private practice, whether independently or as part of a group practice. The organizational settings in which clinical psychologists may be employed are diverse, including mental health clinics, psychiatric hospitals, schools, businesses, correctional facilities, veterans' organizations, universities and research institutions.

COUNSELING PSYCHOLOGY

Counselling psychologists work with diverse client groups, including children, adults, families, couples and groups. The work can vary depending on the setting and the clients, but may include: Undertaking assessments, Mental health needs, Risk assessment and psychometric testing; Formulating a psychological explanation of the client's issues; Planning and

implementing therapy; Evaluating the outcome of therapy; Establishing a collaborative working relationship with the client based on trust and respect; Writing reports and record-keeping; Training and supervision of other psychologists; Management, audit and development of services and organization; Multidisciplinary team working; and Undertaking research

Job Niches

Counselling Psychologists are based in: Hospitals, Health and care services, Prisons and probation services, Corporate institutions, Private practice, Forensic settings Consultancy, Education and Research.