

Opportunities Abound for Psychologists in Human Management Practice - Expert

A human resources management expert, with expertise in industrial and organisational psychology, has called on upcoming psychologists to see themselves as crucial in the business of human management, and apply the knowledge of psychology towards a most effective and efficient Human Resource Management (HRM) approach. The expert, Mrs. Olayemi Shodeko, canvassed this position as Guest Speaker at the 'Town and Gown' seminar of the Department of Psychology, Covenant University, on Friday, March 23, 2018.

Mrs. Shodeko, who spoke on the topic, 'The Role of Psychologists in Human Management,' told undergraduate and graduate students of the programme to refuse to be fixated on the perception that psychologists are clinicians and counselors, as it is now established that there are vast opportunities in business and HR consultancy outfits or even in the human resource departments in any organisation in Nigeria and beyond



Mrs Olayemi Shodeko, making her presentation at the Psychology Department's Town and Gown Seminar

She noted that there are varying factors that could precipitate a change in the diverse mechanisms that make up any organisational management structure. "If you keep changing your men, it denotes a problem in the organisation. This is defined as staff turnover. If it is high, it shows instability which has a negative effect on any business," she added.

Mrs. Shodeko stated that personnel selection is key in human resource management process, and psychology is not new to business and people management. According to her, the evolution of business management has led to the birthing of applied discipline field termed, 'Industrial and Organisational Psychology', which is also known as workplace psychology. This, he said, entails the practice of applying psychological principles and practices to a work environment.

Mrs. Shodeko, who has over seven years of practice in the field of human resources management, said the role of psychology in human resource development helps in the effective and efficient application of workplace psychology that will identify and solve problems, which will aid the HRM personnel maximise employee performance in furtherance of the management objectives, with the ultimate aim being to achieve organisational goals.

She noted that selecting the right personnel, at the recruitment stage, was vital to any business endeavour if waste in human resources must be avoided. "As part of the recruitment process, personality tests must be carried out with the aim of assessing candidates based on behavioural analysis to determine if such individual can fit into the organisation's culture, flavour environment and corporate strategy," she posited.

Earlier in his welcome address, the Head, Department of Psychology, Dr. Gbadebo Adejumo, reiterated the importance of the Town and Gown initiative in Covenant's quest to produce well-rounded and industry-ready professionals in all fields of human endeavour. He added that the session would help give direction even to postgraduate students who are still undecided on which area of psychology they want to delve into.