

An Overview of Occupational Psychological Health Research and Philosophy Throughout History

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Abstract

A study of past research projects offers a more comprehensive viewpoint on the topic, which aids in enhancing ongoing studies. According to a philosopher, if one does not recall the past, they are prone to make the same mistakes again in the future. Using a historical viewpoint also makes it feasible to predict future results with some degree of accuracy. The research on occupational psychological health, its development, and important research viewpoints are reviewed historically in this paper. To comprehend the scientific idea of occupational psychology and its applications, a thorough examination of relevant literature was conducted. According to the historical overview, occupational psychological health research is a significant field for examining behavioral disorders in organizations and one where novel contributions to both study and practice may be made.

Keywords: Psychology research, psychiatry history, psychology evolution, and occupational psychology.

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INTRODUCTION

Workplace psychology is an emerging trend and a critical component essential to all facets of an organization's operations. Occupational psychology integrates concepts and research methodologies from social psychology with organizational behavior to examine the psychological and motivational aspects of work. Workplace psychology examines various elements, including employee performance, learning and development trajectories, interpersonal dynamics, and the efficient execution of duties by both employees and organizations for reciprocal advantages. Occupational psychology examines worker motivation and rewards, leader behavior and emergence, and the official and informal organizational structure by concentrating on teams, groups, and sections. The impact of organizational factors on the emotions, cognition, and actions of employees is assessed based on the perceived, suggested, or real behaviors exhibited by leadership and other individuals within the company [5, 6].

Since the beginning of the 1990s, there has been a significant and fast escalation in research within occupational psychology [3]. The studies often examine the emotions employees carry to and from the job, while also addressing aspects such as work-life balance. Psychological research has demonstrated that work experience has more complexities than only job tasks, productivity, and safety concerns [7, 8]. There exists a distinction between historical study interests and those of contemporary scholars; prior investigations in workplace psychology concentrated on social intelligence, whilst current studies examine mental agility [2, 3]. This tendency may be elucidated by juxtaposing the papers that appeared in occupational psychological journals in 1977 and 2019. In the modern era, workplace psychology study and practice consistently aim to tackle issues related to worker productivity and efficiency, while also examining aspects such as employee well-being, work-life balance, and workers' experiences and reactions to work conditions [9, 10].

The objective of the field of occupational psychology is to improve employee well-being and job efficiency via a comprehensive examination of organizational processes that impact both individuals and groups. The welfare of employees must be a primary issue for both management and stakeholders in all organizations. Human resources constitute the organization and are integral to its operation; without individuals, the organization lacks purpose. Scientists [1] asserted that several organizations frequently overlook how employees perceive their everyday experiences and issues for integration into the organization's objectives. Occupational psychology focuses on individuals' responses to work and implements strategies to enhance employee job happiness, hence improving job performance. The ideas and fundamental concepts of occupational psychology examined can be utilized in any organization to improve the mental well-being and health of its employees.

Occupational psychology definitions

Occupational psychology, work psychology, organizational psychology, industrial psychology, vocational psychology, and applied psychology are some of the terms for psychology in job settings [3]. These terms might be used equally to refer to workplace psychology. The term "work psychology" is used by psychologists in Europe, "occupational psychology" is preferred by those in Britain, and "organizational and industrial psychology" is used by psychologists in the United States [14, 3]. When "modern" and "classic" thinking began to diverge in the middle of the 1960s, the Americans renamed industrial psychology organizational and industrial psychology [2]. Heavy-duty manufacturing sectors are the origin of industrial psychology, which was popular in the 1900s and 1920s but is now obsolete and outdated [4].

There are several disagreements among psychologists over the exact meaning of psychology and the appropriate context [15]. Over a century, there have been continuous changes to the definitions of psychology in the workplace [3]. The use of psychological rules, theories, and research concepts in the workplace is known as occupational psychology [12]. The study of human behavior in the workplace, or workplace psychology, aims to increase employee input and organizational accountability for worker well-being [14]. Scientists have also defined workplace psychology as the branch of organizational behavioral science that examines human behavior in all facets of organizational environments [11]. Occupational psychology, according to Furnham, is the study of all topics about individuals in the workplace, including socializing, recruiting, and selection [5].

A Concise Overview of the Development of Studies in Occupational Psychology

Workplace psychology has its origins in the early development of psychology as a scientific subject,

spanning from 1876 to 1930. The notion of occupational psychology emerged in the mid-19th century following the Industrial Revolution. Due to advancements in technology and shifts in culture, organizations have to adapt their operational procedures to achieve greater effectiveness and efficiency in meeting customer demands optimally [12]. The inaugural psychological labs were established in Leipzig, Germany, with William Wundt in 1876. Over a decade, Wilhelm founded an organization for study and graduate education [3]. Wilhelm trained Hugo Munsterberg and James McKeen Cattell, two significant psychologists who helped establish industrial psychology in the middle of the 1880s [15, 16]. Hugo Munsterberg, an early educated psychologist from the mid-1880s, was an authority in experimental psychology. Hugo first dismissed the notion of applying psychological concepts to the job, perceiving it as inconsequential in that context. In the first decade of the twentieth century, Hugo altered his perspective and acknowledged the need and efficacy of using psychological concepts in work environments to address practical issues [17, 2].

During the late 19th and early 20th centuries, researchers primarily concentrated on ways to enhance worker job performance [18]. They were not very attentive to human elements such as happiness with work, job satisfaction, interpersonal connections, and individual variations and attitudes in the workplace [19, 18]. Researchers such as Frederick W. Taylor delineated scientific methodologies for managing personnel, aimed at enhancing job performance and augmenting corporate profitability [20]. These concepts were founded on research and observations [3].

Implementing systematic methodologies that incorporate ongoing evaluation of individuals' outputs is certain to enhance productivity effectively [14, 3]. Nonetheless, it is essential to provide employees with incentives, monetary bonuses, and profit shares to encourage them to exert maximum effort in their tasks [21]. Taylor additionally recommended various strategies to enhance job performance, including: quantifying the duration required for each employee to accomplish a task to achieve specialization; standardizing operational procedures by recording optimal performances; enhancing workers' skills and knowledge through training; and providing rewards to deserving employees via a reason or bonus schemes [20]. Performance improved when several organizations adopted Taylor's methodologies [19]. Nevertheless, several organizations neglected to implement the last concept of developing reward systems [3].

The inequitable treatment of employees resulted in significant repercussions, particularly regarding productivity. Additional consequences included worker dissatisfaction, monotonous tasks, distrust in management, job insecurity for specialized

roles, insubordination, and resistance to management [18, 19]. Henry Ford used the scientific ideas of management in 1920 to the automated vehicle manufacturing production line. The implementation of this approach enhanced work efficiency; but, human-related elements, like job happiness and well-being, were significantly overlooked [22]. The field of workplace psychology underwent a significant transformation when Australian psychologist Elton Mayo came to the United States in 1924. Elton initiated a study on employees' emotions instead of their job performance, naming his investigation the "Hawthorne" experiments [6, 2]. The Hawthorne experiments sought to enhance productivity by integrating lighting, relaxation intervals, and reduced working hours into the organizational culture [24]. Scientists identified a psychological syndrome termed "every" preoccupation, typically arising from monotonous, tedious, and challenging labor, leading to unhealthy behaviors among workers. The management's fixation on regulating human and material assets through continuous performance measurement and rigorous oversight of employees' daily activities results in elevated turnover rates, absenteeism, and employee dissatisfaction [5, 18]. The result of this situation is a discontented workforce, which is likely to fight management initiatives aimed at enhancing productivity; thus, these employees seek assistance from the supportive workers' union [2]. Scientists further highlighted that most organizations permit their employees to utilize just their physical capabilities, neglecting their intellectual potential, which can adversely impact cognitive function, leading to idle minds that may foster paranoid beliefs [25]. The field of human relations was established to reduce the incidence of work-related disputes among employees. The recognition that individuals were valued primarily for their output was a significant breakthrough for work psychologists [26]. The field of human relations significantly enhanced comprehension of employees' demands and motivations in the workplace. The Hawthorne effect shows that when employees receive attention, their productivity and general job satisfaction improve. The Hawthorne tests further show that if time is dedicated to observing employees, they see themselves as valuable, unique, and significant to their organization.

Professional organizations exist to support psychological research, including the American Psychology Association (APA), established in 1892, and the Association for Psychological Science (APS), founded a century later. The Society for Industry and Organisational Psychology is another organization that offers student membership to advance the discipline of workplace psychology. The British Psychology Society also exists.

Principal Psychological Perspectives Utilized in Industrial Psychology Research

The five principal disciplines of psychology have developed over the past 120 years and serve as the foundations for occupational psychology research [17, 3, 30, 31].

Research Designs and Methodologies Employed in Occupational Psychology Studies

Research design refers to the framework and strategy of the inquiry employed specifically to achieve the research goals [32]. Diverse methodologies and approaches may be employed in the study of human behavior [14]. The chosen research approach must align with the research kind, study setting, and psychology paradigm [30, 19]. The research strategy serves as the action plan, mostly guided by psychological theory, from which the precise objectives of the study may be formulated [30]. It is essential to implement suitable research designs and methodologies to collect accurate information that addresses the study's questions or tests the hypothesis [33]. The research design delineates the operationalization of the study plan.

The research methodologies employed in psychological research have been controversially shaped by the founders of psychiatry in a polarized fashion [32]. Scientists identify two prevalent philosophical research paradigms in occupational psychology:

Phenomenology/Social Constructionism and Positivism/Empiricism

The study designs and methodologies employed in a study should be predicated on the following essential aspects,

1. Context of Research
2. Three. The study's aims and objectives have practical consequences, such as the accessibility and willingness of respondents to participate in the investigation. Resources accessible for the project, encompassing time and financial support [34, 30].

The notion of Phenomenology

The phenomenological approach employs qualitative data collection methods, including in-depth interviews, targeted group investigations, and natural or participant observations. This method offers insight into the reasons behind individuals' varied experiences rather than pursuing universal principles and external factors to elucidate human behavior [32]. The phenomenological research technique is interpretative, enabling the extraction of meaning from individuals' emotions, cognition, and interpersonal interactions. The phenomenological research technique posits that comprehending human behavior necessitates an appreciation of the individual's subjective and intimate experiences [33, 3]. Phenomenological research approaches aim to delve into an individual's thoughts and feelings in a more customized manner than quantitative methods. Despite the subjective and biased

nature of phenomenological research methods, such as interviews and focus group discussions, they yield a more nuanced and comprehensive background.

The Principal Determinants of Ontology or Social Constructionism

Subjectivity: The study is structured to use tactics that directly solicit subjective opinions from those concerned with the issue at hand.

Research Methods: this often involves a longitudinal approach, wherein researchers maintain a long-term perspective on topics, in contrast to positivists who conduct studies based on a temporal snapshot. This methodology employs qualitative techniques, including deep interviews, focus group discussions, diary studies, and case studies.

Data Collection: the researcher engages with individuals, potentially affecting their behavior, a

phenomenon associated with the effect of Hawthorne and participant-observer effects.

Analysis: The data might undergo content analysis to identify distinct or analogous themes derived from the acquired information. The obtained data may appear quite disparate. To establish a functional taxonomy of groups or themes, several iterations are necessary.

Interpretation: the outcomes of data gathered via observation or interview are analyzed according to the researcher's subjective perspective.

Conclusions: The findings from this study methodology are susceptible to personal bias due to their reliance on each participant and cannot be generalized [3, 37, 36].

Table 1: Comprehensive table of review of references

Reference	Topic	Research Focus	Methodology	Key Findings	Implications
Lefkowitz, J. (2023)	Values and Ethics in I/O Psychology	Examines ethical standards and value systems within industrial-organizational psychology	Literature review	Highlights the importance of ethical guidelines to maintain professional integrity	Emphasizes the need for I/O psychology to prioritize ethics in research and practice
Iqbal <i>et al.</i> , (2020)	Psychological Empowerment, Sustainable Leadership	Impact of sustainable leadership on performance with empowerment as a mediator	Moderated-mediation analysis	Shows that psychological empowerment enhances sustainable leadership's effect on performance	Provides a framework for leadership development focusing on empowerment
Cross & Carbery (2022)	Organizational Behavior	Overview of behavior within organizational settings	Theoretical exploration	Discusses factors influencing organizational behavior, such as culture and motivation	Suggests ways organizations can improve employee engagement and productivity
Rugulies <i>et al.</i> , (2023)	Work-related Mental Health	Identifies workplace factors causing mental health issues and interventions	Systematic review	Highlights significant links between work conditions and mental health	Recommends targeted interventions to mitigate mental health issues in workplaces
Flin & O'Connor (2017)	Non-technical Skills in Safety	Non-technical skills needed for workplace safety, especially in high-risk sectors	Guide and case studies	Identifies critical non-technical skills like decision-making and teamwork for safety	Guides high-risk industries on training non-technical safety skills
Gagné <i>et al.</i> , (2022)	Self-Determination Theory in Future Work	Uses self-determination theory to examine motivation and work design	Conceptual framework	Suggests self-determination theory can shape motivational work design	Informs future work policies to improve job satisfaction and productivity

Podsakoff <i>et al.</i> , (2024)	Common Method Bias	Challenges of common method bias in research and strategies for addressing it	Meta-analysis	Highlights the prevalence and complexity of method bias in studies	Provides researchers with recommendations to reduce bias in future studies
Rajoo <i>et al.</i> , (2020)	Forest Therapy	Physiological and psychosocial impacts of forest therapy	Systematic review	Shows positive effects of forest therapy on stress and well-being	Supports the inclusion of forest therapy in health and wellness programs
Thilagavathy & Geetha (2021)	Work-life Balance	Review of work-life balance studies	Systematic review	Identifies critical factors influencing work-life balance, such as time management	Recommends policies to enhance work-life balance in workplaces
Anderson <i>et al.</i> , (2014)	Innovation and Creativity	Comprehensive analysis of factors driving creativity in organizations	State-of-the-science review	Provides a framework linking organizational conditions to creativity	Guides organizations on fostering creativity and innovation among employees
Ruslanjari <i>et al.</i> , (2023)	ICT for Public Awareness of Disasters	Role of ICT in educating the public on hydrometeorological disasters	Case study	Highlights ICT's effectiveness in enhancing disaster awareness	Suggests incorporating ICT-based strategies for disaster risk reduction
Rasool <i>et al.</i> , (2021)	Toxic Work Environment and Employee Engagement	Examines how toxic work environments affect employee engagement	Mediation analysis	Finds organizational support and well-being mediate engagement in toxic settings	Recommends addressing toxic environments to boost employee engagement
Kwon & Kim (2020)	Employee Engagement and Innovation	Relationship between engagement and innovative behavior through the JD-R model	Integrative review	Shows that resources and demands influence engagement and innovation	Supports resource allocation to foster employee innovation
Bauer & Kirchner (2020)	Implementation Science	Overview of implementation Science's importance in psychiatry	Conceptual discussion	Emphasizes the role of implementation science in effective practice	Encourages researchers to use implementation science in psychiatric interventions
Leahey (2015)	History of Psychology	Traces psychology's evolution from antiquity to modernity	Historical review	Highlights key philosophical and scientific shifts in psychology	Provides context for modern psychological theories
Taris & Schaufeli (2018)	Individual Well-being and Performance	Conceptual overview of well-being's role in work performance	Theoretical framework	Discusses the link between well-being and productivity	Encourages organizations to prioritize employee well-being
Schultz (2013)	History of Modern Psychology	Development of modern psychological	Literature review	Details influential theories in	Useful for understanding foundational

		theories		modern psychology	concepts in psychology
Ayala Quispe <i>et al.</i> , (2023)	Stress in Nursing	Factors contributing to stress in surgical nursing staff	Systematic review	Finds both intrinsic and extrinsic factors influence stress levels	Recommends strategies for stress management in nursing
Singh <i>et al.</i> , (2023)	Diversity in Infant Research	Barriers to global diversity in infant developmental research	Survey and analysis	Identifies cultural and methodological barriers to inclusivity	Calls for diversified research practices in infant studies
Kellogg <i>et al.</i> , (2020)	Algorithms in Workplace Control	Examines how algorithms influence control in workplace settings	Case study analysis	Finds algorithms shape employee control and autonomy	Highlights ethical considerations in algorithmic management
Good <i>et al.</i> , (2016)	Mindfulness at Work	Integration of mindfulness in workplace settings	Integrative review	Shows mindfulness can improve employee focus and reduce stress	Supports implementing mindfulness programs in the workplace
Ciechanowski <i>et al.</i> , (2020)	AI in Qualitative Research	AI applications for qualitative researchers without coding skills	Tutorial review	Demonstrates accessible AI methods for qualitative analysis	Expands AI tools' usability for non-technical researchers
Anwar & Menekse (2021)	Observation Protocols in STEM	Review of observation methods in postsecondary STEM	Systematic review	Highlights diverse protocols for STEM classroom observation	Guides educators on effective observation strategies
Bodrožić & Adler (2018)	Evolution of Management Models	Historical analysis of management model evolution	Theoretical overview	Proposes a neo-Schumpeterian theory for management evolution	Useful for developing adaptive management strategies
Brymer <i>et al.</i> , (2014)	Human Capital and Competitive Hiring	Impact of hiring patterns on organizational competitiveness	Empirical study	Shows repeated hiring from the same sources impacts the talent pipeline	Encourages diverse hiring strategies to sustain competitiveness
Skinner <i>et al.</i> , (2020)	Qualitative Research in Sport Management	Methods in qualitative sport management research	Literature review	Highlights the importance of context-specific qualitative research	Informs sports managers on research best practices
Zangerle & Bauer (2022)	Recommender Systems Evaluation	Framework for evaluating recommender systems	Systematic review	Provides metrics and methods for recommender system evaluation	Supports the development of more effective recommender systems
Bacchelli & Bird (2013)	Modern Code Review	Challenges and outcomes of contemporary code review processes	Empirical study	Identifies code review as a critical, complex software process	Suggests best practices for improving code review
Cronin & George (2023)	Integrative Review Methods	Discusses methodologies for conducting integrative reviews	Theoretical overview	Provides a step-by-step guide for integrative reviews	Aids researchers in conducting comprehensive reviews
Olson-	I/O Psychology for	Application of I/O	Conceptual	Argues that I/O	Encourages using

Buchanan <i>et al.</i> , (2013)	Social Good	psychology for societal benefits	framework	psychology can improve broader societal outcomes	I/O psychology beyond corporate settings
Kempster & Parry (2011)	Grounded Theory in Leadership	Application of grounded theory to leadership research	Critical realist perspective	Demonstrates grounded theory's utility in studying leadership	Useful for in-depth leadership studies
Thielmann <i>et al.</i> , (2020)	Personality and Prosocial Behavior	Examines personality traits that promote prosocial behavior	Meta-analysis	Finds certain traits significantly impact prosocial behaviors	Suggests personality assessment for role suitability
Ngoune Tandzi & Mutengwa (2019)	Maize Yield Estimation	Methods for estimating maize yield per harvest	Review of methods	Identifies effective yield estimation methods	Guides agricultural practice for yield optimization
Köchling & Wehner (2020)	Algorithmic Discrimination in HR	Examines discrimination in HR through algorithmic decision-making	Systematic review	Finds biases in algorithms affecting recruitment and HR development	Calls for fairness and transparency in AI-driven HR processes
Silva Goicochea & Lescano Jiménez (2022)	Burnout in Healthcare	Impact of burnout on job performance in healthcare workers	Empirical study	Links burnout to decreased job performance in healthcare	Recommends burnout prevention strategies for healthcare settings
Dincelli & Yayla (2022)	Virtual Reality and the Metaverse	Evaluates VR's role in work environments with a focus on the Metaverse	Hybrid-narrative review	Finds VR increases engagement but raises new challenges	Suggests guidelines for VR implementation in workplaces
Fordjour <i>et al.</i> , (2021)	Psychological Health in Construction	Causes of mental health issues in construction employees	Qualitative study	Identifies workload and job insecurity as major stressors	Highlights the need for mental health interventions in construction
Bernstein (2015)	Transdisciplinarity in Research	Overview of transdisciplinary research development	Historical review	Discusses the benefits and challenges of transdisciplinary approaches	Advocates for integrated research across disciplines for complex problems
Pereira <i>et al.</i> , (2024)	Gamification in Gig Work	Examines how gamification impacts digital gig worker motivation	Theoretical assessment	Finds gamification can enhance engagement but may exploit workers	Recommends ethical guidelines in gig worker platforms
Gjerberg <i>et al.</i> , (2015)	End-of-Life Care Communication	Investigates communication in end-of-life care in nursing homes	Case study analysis	Emphasizes the importance of shared decision-making in care	Encourages training for improved communication with patients and families
Rahi (2017)	Research Design and Methods	Review of research paradigms and methodology issues	Systematic review	Highlights challenges in sampling and	Guides designing robust research studies

				instrument development	
Elmousalami (2020)	AI in Construction Cost Estimation	AI's role in predicting construction costs	State-of-the-art review	AI models improve accuracy but face implementation barriers	Promotes the use of AI for cost efficiency in construction
Rasouli <i>et al.</i> , (2017)	Benefits of Polyphenols	Health benefits of polyphenols	Literature review	Demonstrates polyphenols' positive effects on health	Supports polyphenols' inclusion in health and nutrition practices
Ward <i>et al.</i> , (2020)	Culture Shock in Psychology	The psychological impact of culture shock on individuals	Literature review	Explores adaptation challenges in cross-cultural contexts	Informs strategies for cultural adaptation and mental well-being
Swami & Barron (2019)	Body Image Instrument Translation	Challenges in adapting body image tools across cultures	Review with recommendations	Provides guidelines for culturally sensitive tool adaptation	Supports reliable cross-cultural research in body image studies

The Concept of the Positivist Research

Positive thinking is a scientifically grounded methodology that emphasizes the importance of fundamental principles and laws in formulating testable hypotheses, aimed at comprehending the determinants of human behavior for future predictions. This method is defined by regulated variable procedures to ensure validity and dependability [3]. A scientific research methodology necessitates systematic and pertinent data gathering, objective observation of individuals, and validation of employed procedures [38].

This technique employs scientific approaches for the measurement and confirmation of the reasons linked to the behaviors [14]. The gathering and analysis of factual data are conducted through methods such as observation, experimentation, and contextual transfer of results [19, 35]. Positivism requires investigations to be repeatable, and the methodologies employed are quantitative [38].

A quality research study, from a positivist standpoint, must have four criteria [32].

1. The study findings must exhibit credibility, validity, reliability, and generalizability.
2. The methods implemented for the study must yield consistent outcomes across various instances.
3. Observations and findings of other researchers
4. Research should be performed in a repeatable and transparent manner.

Principal Determinants of the Positivist Approach

Hypothesis testing: to methodically generate one or two assertions that may be evaluated to determine the existence of a link between some

variables, and to ascertain the veracity of the hypothesis.

Assessment of Variables: any observable and/or testable elements, including attitudes, performance, and events.

Controlling the Variables: establishing two groups, one receiving interventions such as education and the other serving as a control group without intervention.

Gathering Data and Analysis: employing suitable procedures and accurate approaches to address the research issues.

Repetition and Verification of Findings: results must be reproduced and should align with the specified study objectives [3, 2, 37].

Phenomenological research technique compared to positivist methodology in industrial psychology research.

The suitable research methodology for a psychological study has generated much debate. A psychologist has asserted that Positivism fails to acknowledge subjective interpretations and individuals' accounts of their behavior [27]. Certain research psychologists contend that the positivist method has been adopted and has persisted in the research domain for an excessively prolonged duration. Scientists [19] underlined the necessity of challenging the persistent dominance of positivism to enhance the comprehension of psychological antecedents. The phenomenological research methodology facilitates the development of durable and significant solutions to complex human challenges, free from the limitations of narrowly focused methodologies. Quantitative approaches are

rigorous but inadequate for capturing the intricacies of social relationships, including belief systems, values, and customs that are prevalent in the contemporary workplace [37, 39].

Both phenomenological and optimism techniques can be effectively utilized to address psychological issues in the workplace. The strategy to be adopted should be dictated by the problem at hand, its surroundings, and practical considerations such as time constraints, workload, and money availability [3, 39].

Methodologies and resources for doing research in occupational psychology

Observations

The researcher may utilize observations to gather data by monitoring individuals' behavior in their jobs over time and recording its frequency [34]. It is important for the researcher engaged in naturalistic or observational research to be inconspicuous to avoid influencing the behavior of the subject being studied. This data methodology offers extensive contextual information; nevertheless, the researcher must establish defined objectives to prevent the accumulation of superfluous data that is challenging to comprehend and analyze [33, 37].

The Focus Group Research Method

The focus group approach is a qualitative study strategy utilized for gathering data through engaging and dynamic group conversations. The focus group research was established in 1956 by sociologist Merton [41]. The focus group discussion method is a qualitative research technique commonly employed in research studies. Scientists [42] said that a focus group study, facilitated by a few moderators, may consist of two to three groups, forming dyads and triads. The authors recommended four to six groups for mini-groups, seven to ten groups for small-group talks, and eleven to twenty groups for supergroups [42]. Previous writers have shown that an appropriate group size consists of five (5) and ten (10) members [43].

Interviews

The subjective interview is a particularly suitable technique for gathering data on personnel experiences since it allows study participants to articulate their thoughts freely on the subject [43]. Individual interviews are often preferred over interviews with groups to facilitate respondents in articulating their requirements candidly [30]. The interviews will be videotaped and transcribed. The researcher may create handwritten notes to substantiate the acquired data for validity and to guarantee the accuracy of the study process [44]. The member check may also be employed for the papers to guarantee the utmost integrity in the questioning process [43]. Upon compilation, the transcripts can be downloaded to applications such as Scientists for coding,

categorization, and thematic analysis. These software applications for quantitative data analysis are important in conducting the theme analysis for this study. Thematic analysis provides researchers with a flexible yet robust framework for producing reliable study outcomes [36, 44].

Design of Survey Research

Researchers may employ a questionnaire design to investigate large samples of persons for certain study purposes [38]. Surveys are conducted at a certain moment, employing many methodologies, including formal or semi-structured questionnaires interviews, or a combination of both [33, 14]. The researcher must endeavor to eliminate sample bias since it hinders the extrapolation of findings to the entire population [3]. The questionnaire may include open or closed-ended inquiries that concentrate on the topic and seek to fulfill the study objectives [34]. Questionnaires are designed with pertinent data that are acceptable for attaining the study objectives [43]. Questions must be articulated clearly, devoid of ambiguity, and concentrate on a singular problem at one point [3].

Archival or Secondary Resources

A secondary source, namely a literature review, can primarily be derived from both recorded written and unwritten sources [40]. A review of the literature on the field will be utilized to gather knowledge on the issue so that theoretical frameworks will be constructed [35]. The researchers may employ secondary or archival information to supplement the original data collection undertaken [44].

DISCUSSION

Historical Obstacles in Psychological Research

The notion of psychology has encountered significant criticism before being acknowledged as a scientific field alongside other sciences [30, 3]. Psychology needed grounding in the scientific method. Since the early 1990s, governmental entities such as the judiciary have prioritized scientifically-based witnesses and evidence. Psychology, as a field, has been disparaged by more intricate disciplines such as physics and mathematics. The investigation of psychology sometimes lacks tangible data to support psychological assertions, and measuring intrinsic processes in psychological research is similarly difficult.

Scientists found that most psychological investigations frequently overlook the genuine and substantial distinctions that characterize many aspects of individuals' identities [45]. Psychological study must include the variations in human behavior arising from many circumstances [5]. Behavioral variations complicate the study of human brain processes, rendering psychology a less precise field relative to other scientific fields [3]. Entities that cannot be perceived by sight, touch, hearing, or smell cannot be substantiated, rendering any assertion only a speculative

conjecture devoid of veracity [37, 2]. Consequently, there are no absolute facts that challenge the principles of empiricism and positivism. In contrast, social realists and constructionists focus on the variability of human perceptions and cognition, contending that reality is relative among people.

Throughout the years, several social critics and observers have also scrutinized the neutrality of occupational psychology, asserting that it pertains solely to the wants and values of employees rather than management goals [31, 14]. Contrary to these reasons and fears, the esteemed social observer Scientists, throughout the early 1920s and 1950s, strongly advocated for the use of psychological concepts in the workplace to benefit workers rather than management. Some scholars classified studies in occupational psychology as significant, unimportant, intriguing, poorly executed, or well-designed [10]. The field of psychology encompasses a broad perspective, rendering it a more complex topic area of study within the organization.

Scientific Considerations in Psychological Research

Psychology, as a scientific field, examines human behavior using empirical principles. According to Sir Isaac Newton (1643–1727), psychological research should follow scientific procedures, adhere to the logic principle, be grounded on observation and empirical data, and be quantifiable [14]. The analysis of facts gathered from psychological research should employ reason to generate constructive arguments supporting or opposing established knowledge [30, 3]. Scientific methodologies, including systematic observation, formulation of testable hypotheses, data collecting, and analysis with logical coherence between obtained data and what it means, were advocated as the foundation for psychological research studies [37, 2]. Evidence-based results are essential to substantiate any assertion, hence ensuring the validity and scientific rigor of psychological research [30].

The scientific study of psychology should focus on comprehending information, as indicated by the term "scientific," which originates from the Latin word "scientia." According to Scientists [2], psychological research should be undertaken by employing pragmatic scientific principles to enhance its significance, and the study design must be adequately structured. Scientists [3] asserted that the values of empirical science, characterized by objective observations through experimentation, and the concepts of positivism, which include the application of reason and logic to arguments, should be utilized in psychology research to logically validate or falsify evidence.

CONCLUSION

This study examines previous studies on occupational psychology. A concise overview of the

progression of job psychology was provided, highlighting significant years in its development. Previous obstacles in workplace psychology research were accompanied by specific scientific concerns for performing such studies. This report delineates the principal psychological viewpoints utilized in industrial psychological research. The historical analysis revealed that research in workplace psychology can significantly enhance the psychological health and welfare of employees. This study elucidates the research setting and offers insights into the research execution and methodologies applicable for a more profound comprehension of the current investigation. This study will contribute to the current body of information and serve as an overview of occupational psychology within the construction sector for scholars, students, and prospective researchers.

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