



## Impact of Education and Psychological Applications in Work places & Organizational settings

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### Abstract:

The concept of Education and Psychological applications are the two key theoretical positions in the study. The word "Education" has a very wide connotation. As education is a long term process, education is the attainment of experience. It includes all the thoughts, activities and programs that make living a fuller and better life of an individual. Education is designed not only to help children but also the adult people whose education has been neglected in childhood or youth. Education helps in modification of behavior, creates awareness and adjustment, develop leadership quality. Psychology is a science which studies mental processes, experiences, and behavior in different aspects. Psychology is considered as 'Science of Behavior'. The term behavior refers to all kinds of responses and reactions that an individual shows to any kind of stimulus within a given situation. The concept of Education is connected with the concept of Psychology as both the term are interrelated and interconnected with each other. This paper focuses on Education and Psychology and its application in workplaces and organizational situations in different aspects. It aims to create awareness, understanding, belief and trust, co-operation among the members of an organization. Helps in motivating towards the work and run the organizations smoothly and successfully.

In this regard, the purpose of this study is to examine the impact of Education and Psychological applications in workplace and organizational settings, how both the term Education and Psychology helps in workplaces, its needs for future purpose etc. The research was designed as an analytical study. A qualitative research method is used and data is collected from the secondary sources like newspaper, journals, articles, books.

**Keywords:** Education, Psychology, Workplace, Organization, Employee.

### Introduction:

Education is a very comprehensive term that touches our life at every point, guides and directs our thoughts, feelings and activities. Concept of education may be interpreted in terms



narrow and wider sense, education is a bi-polar and tri-polar process, education as life long process, education as modification of human behavior and education as an instrument of social change. Education can be impart through different types- formal, informal, non-formal i.e. school, college, family, press library, cinema, radio, playground etc. education is a purposeful deliberate and planned activity which endeavor to modify the behavior of the learner. To live a meaningful life one must have a proper direction and this is provided by aims of education.

Psychology is a science of soul and also known as science of mind. Psychology studies mental processes, experiences and behavior in different contexts. Though both the terms have different objectives and scope of studies but there is an integral relationship between Education and Psychology. Psychology helps Education in its practices and in solving problems related to school environment and students. Education also helps psychology in actual application of psychological findings. In different workplaces like schools, colleges, rehabilitation centre etc. uses of Educational and Psychological applications helps the teaching and non- teaching staffs to run the institution smoothly by giving proper guidance and counseling to the learners whenever and wherever needed. Similarly in other organizations like NGOs, factories, companies and other workplaces, psychological applications develops leadership quality and cooperation.

**Objectives:** This paper focuses on Education and Psychological applications in workplaces and organizational settings. The different workplaces and organizational settings include schools, colleges, educational institutions, offices, administration, management authorities etc. It aims to prepare a good citizen by modification of behavior, creates motivation and dedication towards the work activity among the members and develops leadership quality. Also aims to build cooperation, empathy and sincerity.

**Methodology:** The methodology adopted in this paper is based on secondary data i.e, books, research papers, research articles published in journals etc. The present study is descriptive as well as analytical in nature.

### **Education and Psychology – its Applications and Impacts.**

The application of Education and Psychology in workplaces and organizational setting play a crucial role in improving employee performance, satisfaction, and overall organizational effectiveness. The impact can be as mentioned –

- In schools and educational institutions, the learner is the focal point. Every learner has his unique qualities and potentialities which affect on his academic achievements. Hence, one important role of Education and Psychological applications is to study, the nature and behavior of the learners.
- Improve employees learning and skill development through educational principles to design effective training programs. Psychological concepts like reinforcement, motivation, attitude etc. enhanced to acquire new skills.
- To study principles and usefulness about the different teaching methods, strategies, techniques that are adopted to teach or learn by the students and teachers. And helps in



recognizing and using the most effective ones. It leads to continuous professional development and adaptability.

- Psychological theories guide managers in motivating employees in workplaces. It enhanced motivation and job satisfaction. Educational strategies help to create meaningful work experiences which result to higher job satisfaction, commitment, and reduced turnover.
- Education and psychological applications helps in building better leadership and management practices. It helps leaders to understand emotions, attitude, behavior, aptitudes and group dynamics. Develops skills of communication, decision making, and problem solving and also promotes effective and empathetic leadership styles.
- Applying Education and Psychology makes better effective communication. Psychological understanding of perception, attitudes, and interpersonal relations improves communication in workplaces among the employees. Its training enhances clarity, listening skills, and feedback mechanisms that reduces conflicts and misunderstanding among the workers.
- Psychological application in organization settings explains group behavior, team dynamics, and organizational culture. Improves teamwork and productivity by strengthening collaboration and cooperation.

### **Conclusion:**

The present study revealed the impact of Education and Psychological applications in workplaces and organizational settings. Education is a purposeful deliberate and planned activity that endeavors to modify the behavior of human being. It is a lifelong process. Psychology is the study of soul or behavior. It studies mental processes, experiences and behavior in different contexts. Education and Psychological applications in workplaces and organizational settings creates awareness, understanding, belief and faith, cooperation, empathy among the members. It develops motivation, positive attitude, confidences to run the organization smoothly. It improves employees' skills. Helps to enhanced motivation towards the activity and gives job satisfaction. It builds better communication and interpersonal relationship between the leaders and the workers. Applying education and psychology promotes democratic and participative leadership styles. Using psychological techniques like goal-setting and feedback improve efficiency and employees become more focused and result oriented. Psychology and Education helps in stress management, balances work life and support emotionally to lead a healthier and happier life. Education and Psychological applications in organizational settings reduces hiring mistakes in recruitment and selection. It helps the organizations to run smoothly and implement new policies and technologies. Helps to build a supportive and growth oriented environment by encouraging values like respect, cooperation and inclusiveness.

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