

PSYCHOLOGY IN MALAYSIA

Current Research and Future Directions

Noraini M. Noor
Mariam Adawiah Dzul kifli



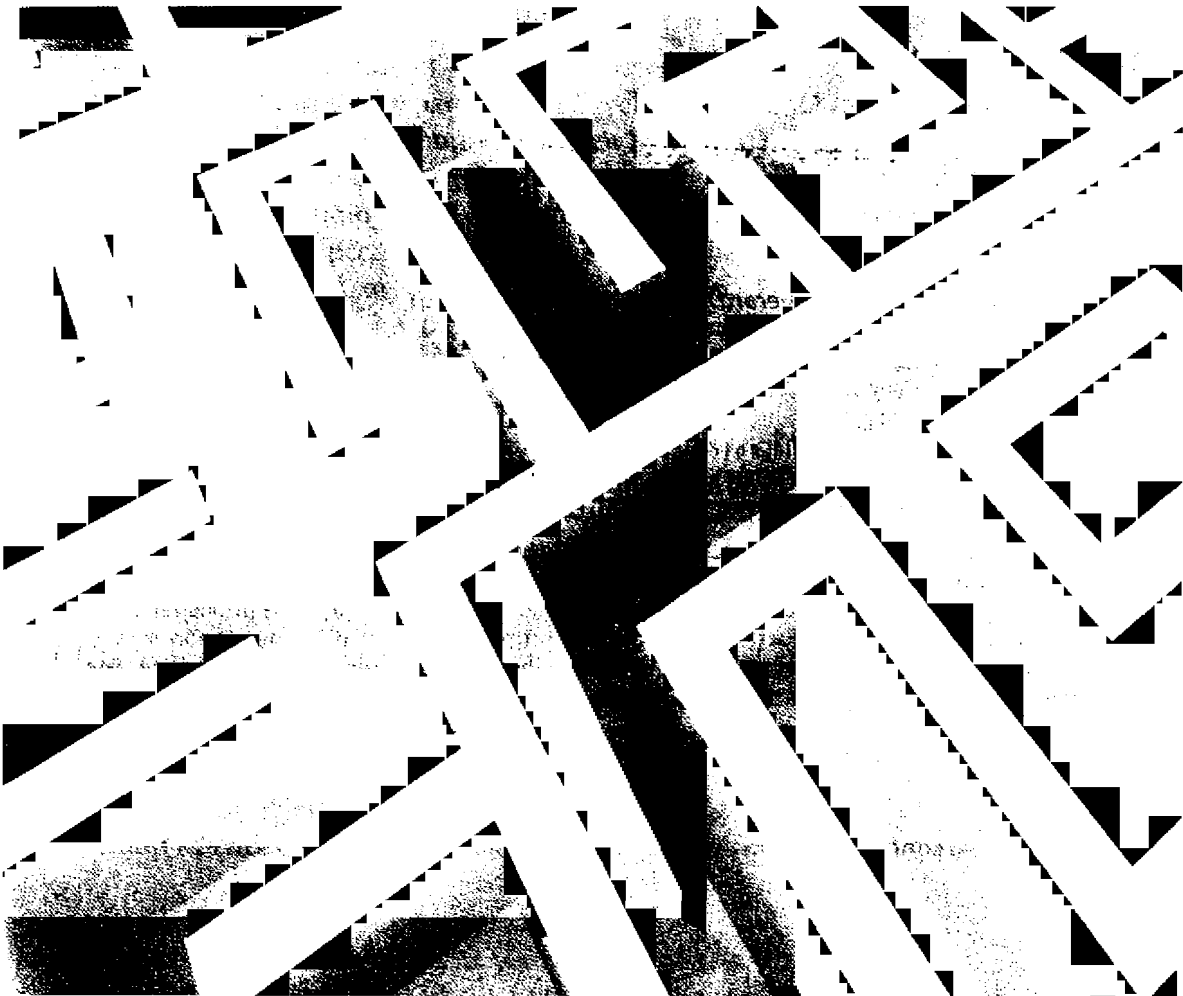
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Noraini M. Noor



Industrial and Organisational Psychology in Malaysia: A Review of Research Areas and Research Variables

Maisarah Mohd. Taib & Alizi Alias

Introduction

Industrial and organisational (I/O) psychology is a discipline of psychology that applies psychological research and principles to the workplace (Aamodt, 2007; Spector, 2006; Woods & West, 2010). Research areas in I/O psychology may include personnel selection, performance appraisal, employee training, workplace attitude and organisational behaviour. Each of these research areas has its own specific research variables. For example, under the general research area of workplace attitude, there are research variables such as employee commitment, employee motivation and job satisfaction. Similarly, under the research area of organisational behaviour, there are research variables such as organisational citizenship behaviour (OCB) and counterproductive work behaviour (CWB). Research conducted on I/O psychology variables has been reviewed empirically by Erez (1994). This pioneering work has focused on the frequency of research conducted across countries (i.e. United States, Canada, England, Germany, Israel, Japan and Scandinavia) on variables such as work values, work stress, leadership and pay system. However, her study did not first categorise the variables under various general research areas in I/O psychology for meaningful interpretation. Identifying research areas and research variables that fall into these areas will make it convenient