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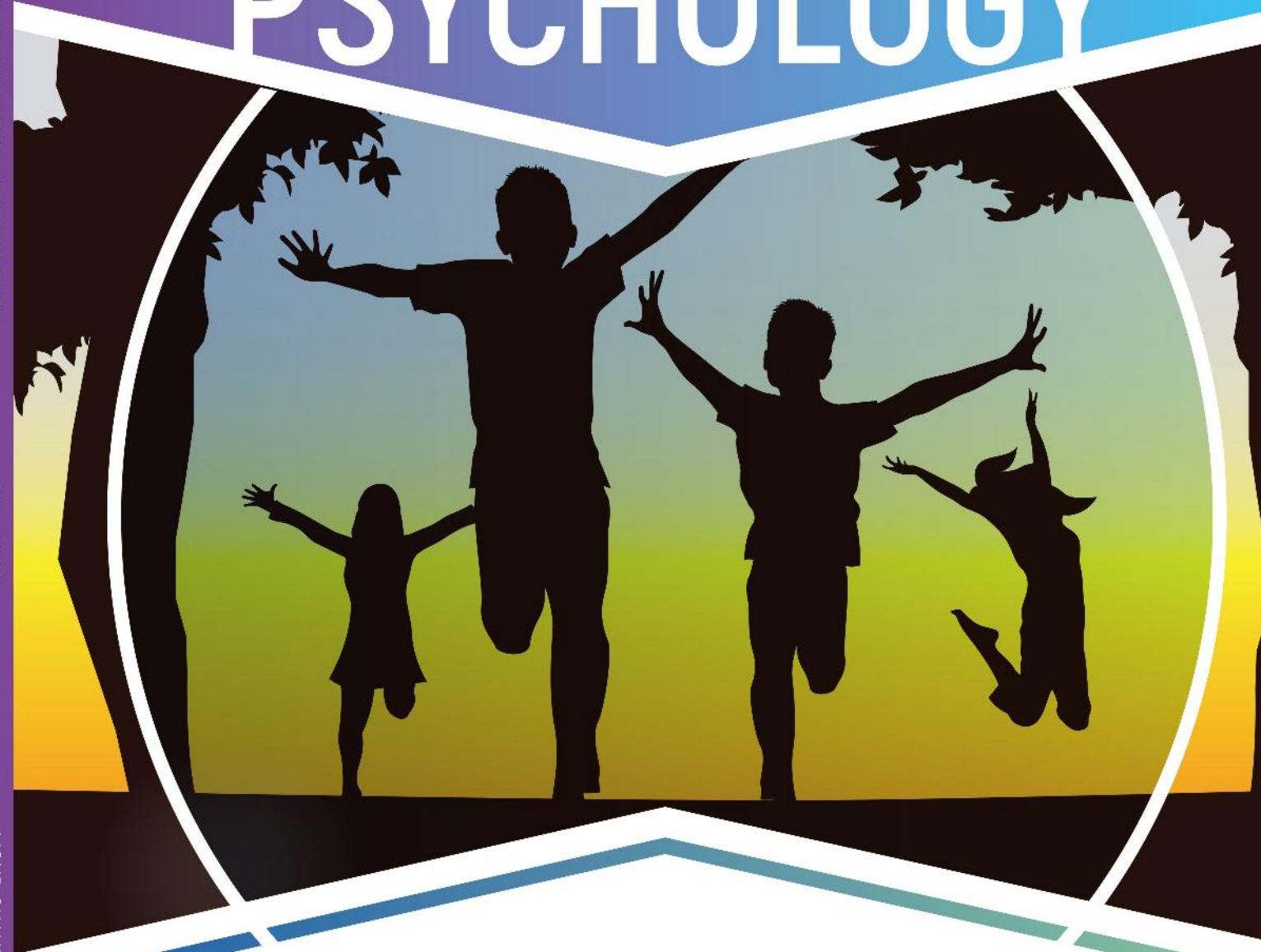
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VOLUME 2

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PREFACE

Psychology is a scientific study of all forms of human behaviour and the science of mind or mental state and process characteristics of a person. Behaviour and thinking paradigm are two main factors which affect human habits and attitudes conditioning in their self-concept and personality. This behaviour may influence all aspect of activities in everyday life, working atmosphere, community activities, leisure, religious and etc.

Cognitive theory stresses on two factors that should be controlled during growth and development process in human life. The two factors are egocentric behaviour and mind factionalism at the development of two to seven years old. The behaviours attached today among individual were inculcated during this period and it is more contributed towards the vice behaviours. Behaviourist theory said human behaviours will be instilled in life because of the conditioning process that can be modified if it is deviant or wrongly shaped.

According to KSAOs theory, besides knowledge, skills and abilities, 'O' or 'other factors' plays an important role in determining the organizational behaviour of an individual. Apart from the organizational behaviour, other personality factors such as communication skills, personality, self-esteem and other important criteria in developing oneself must be strengthened by the individual. With all the virtue behaviours shown by the employee, performance can be better achieved.

All of the above characters are required to be practiced by the employee and it always begins with the advancement of knowledge, skills and other foundation elements to shape the capacity of the ability of a person in the work environment. Knowledge and skills which are commonly required to be enhanced based on the history of the industrial psychology are Organization structure, culture and development; Group processes in work organizations; leadership; Co-worker stress; Influence, power and politic; Human factor and OSH. Thus, volume two Industrial Psychology book is consolidated to encourage a better understanding of the aforementioned elements as a mediator in enhancing and strengthening the knowledge and skills of an individual with regard to the organizational psychology.

