

Current Status Of Research In Organizational And Work Psychology In Latin America

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Abstract

A documentary review was carried out on the production and publication of research papers related to the study of the variable Organizational and Work Psychology in Latin America. The purpose of the bibliometric analysis proposed in this document is to know the main characteristics of the volume of publications registered in Scopus database during the period 2016-2021 in Latin American countries, achieving the identification of 322 publications. The information provided by said platform was organized by means of tables and figures categorizing the information by Year of Publication, Country of Origin, Area of Knowledge and Type of Publication. Once these characteristics were described, the position of different authors regarding the proposed topic was referenced by means of a qualitative analysis. Among the main findings of this research, it is found that Brazil, with 178 publications, is the Latin American country with the highest production. The area of knowledge that made the greatest contribution to the construction of bibliographic material referring to the study of Organizational Psychology and work in Latin America was Medicine with 115 published documents, and the type of publication that was most used during the period mentioned above was the journal article, which represents 87% of the total scientific production.

Keywords: Organizational psychology, research.

1. Introduction

Organizational psychology is a branch of psychology that is responsible for analyzing labor relations, supervising the behavior of employees and ensuring that the company has an optimal work environment in order to reduce the risk of psycho-organizational affectations. This branch of psychology is also

responsible for the resolution of conflicts and to ensure the integrity of employees by increasing productivity and ensuring an optimal workspace, reducing risk factors such as work stress and anxiety. Organizational psychology is essential for understanding the new world of work, since thanks to technological and administrative innovations

in Latin America, new problems arise in labor relations and affect the personal lives of employees.

Thanks to these changes, there is a need for research on the implications of organizational psychology, since most of the traditional concepts do not apply to the new problems brought by globalization, so there is a need for modernization of concepts and integration of new methodologies through a theoretical-critical analysis. In Latin America, this process has been slow since most of the scientific papers in English do not cover organizational psychology depending on the particular needs and conditions of Latin American countries, taking into account that in this region there are problems different to those of the developed countries, so the adaptation of measurement scales depending on the particularities of each region in order that the research concerning organizational psychology are reliable and can be validated representing an advance in the scientific production of this area.

Therefore, it is important to know in terms of bibliographic resources, the current state of research related to the research of Organizational and work psychology in Latin America, so a bibliometric analysis of the scientific production registered in Scopus database during the period 2016-2021 is proposed to answer the question: How has

3.1 Methodological design

been the production and publication of research papers related to the study of the variable research of Organizational and work psychology in Latin America during the period 2016-2021?

2. General Objective

To analyze from a bibliometric and bibliographic perspective, the production of high impact research papers on the variable research of Organizational and Work Psychology in Latin America during the period 2016-2021.

3. Methodology

Quantitative analysis of the information provided by Scopus is performed under a bibliometric approach on the scientific production related to research on Organizational and Work Psychology in Latin America. Also, from a qualitative perspective, examples of some research works published in the area of study mentioned above are analyzed from a bibliographic approach to describe the position of different authors on the proposed topic.

The search is performed through the tool provided by Scopus and the parameters referenced in Table 1 are established.

	PHASE	DESCRIPTION	CLASSIFICATION
PHASE 1	DATA COLLECTION	Data was collected using the Scopus web page search tool, through which a total of 322 publications were identified.	Published papers whose study variables are related to research in organizational and work psychology. Research papers published during the period 2016-2021. Limited to Latin American countries. Without distinction of area of knowledge. Without distinction of type of publication.

Figure 1. Word co-occurrence

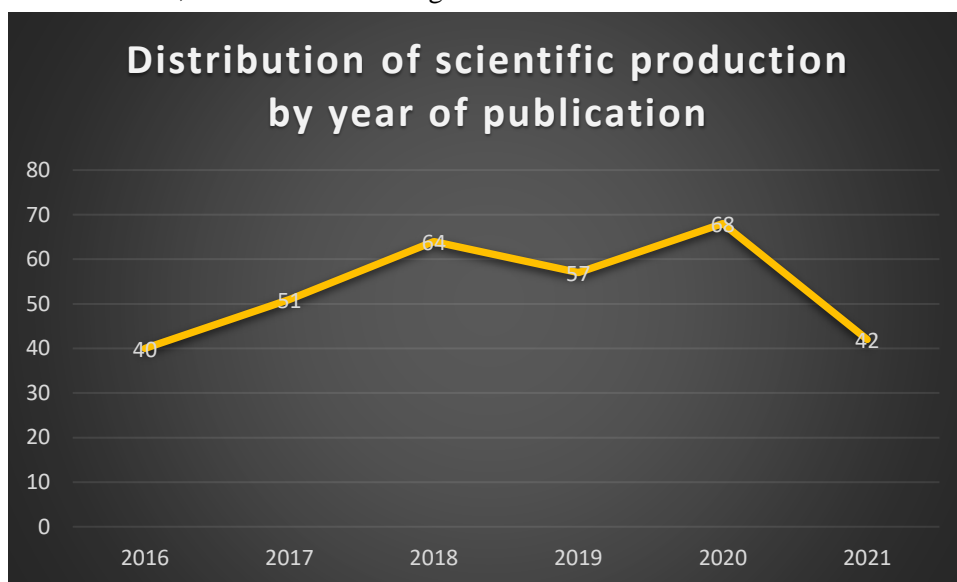
Source: Own elaboration (2022); based on data provided by Scopus.

As shown in Figure 1, the most used keyword is psychology, which is the science that studies human behavior, from which organizational psychology is derived, which is one of the variables under study that refers to the study of psychology that focuses on labor relations, identifying the factors that must be taken into account for a good working environment and relating this concept to business productivity. There are keywords such as organizational policies, risk factors, organizational behavior and quality of the work environment, which shed light on the main factors that determine labor relations, since within each organization

procedures are carried out to strengthen the job satisfaction of employees in order to minimize the psycho-organizational risks, thus obtaining a better performance, which translates into business growth. Factor analysis, management standards, theoretical studies, surveys, qualitative research are keywords that refer to the research component of this area of knowledge, presenting the main methods used in the current literature and its main research topics.

4.2 Distribution of scientific production by year of publication.

Figure 2 shows how the scientific production is distributed according to the year of publication, taking into account the period from 2016 to 2021.

**Figure 2.** Distribution of scientific production by year of publication.

Source: Own elaboration (2022); based on data provided by Scopus.

2020 is the year with the highest number of publications related to the variables under study, presenting a total of 68 documents within which is the title “adaptation and validation of measurement scales at work. Part one: social well-being” (Campos-Carreño, Velasco, & Araya, 2020). The main objective of this document is the Decades social well-being scale in the work context. The study was

carried out with 332 workers through an exploratory factor analysis where it was evidenced that the work environment scale has adequate adjustments of social belonging, social integration and social understanding at work. This work concludes that this scale of social well-being represents a contribution to work and organizational psychology.

In second place is 2018, with 64 papers registered in Scopus within which is the one entitled “flow and engagement at work: a review of the literature” (Farina, Rodrigues, & Hutz, 2018). This paper posits that work engagement is related to well-being and

business success which seeks to examine the main relationships and connections between these concepts. A review of the literature related to work commitment and resources as terms of study was carried out and 49 publications were found; most of them linked to worker performance and life satisfaction and how this influences the results of the companies. The author concludes with the

need for further research on this topic in the area of organizational and work psychology.

4.3 Distribution of scientific production by country of origin.

Figure 3 shows the distribution of scientific production according to the nationality of the authors.

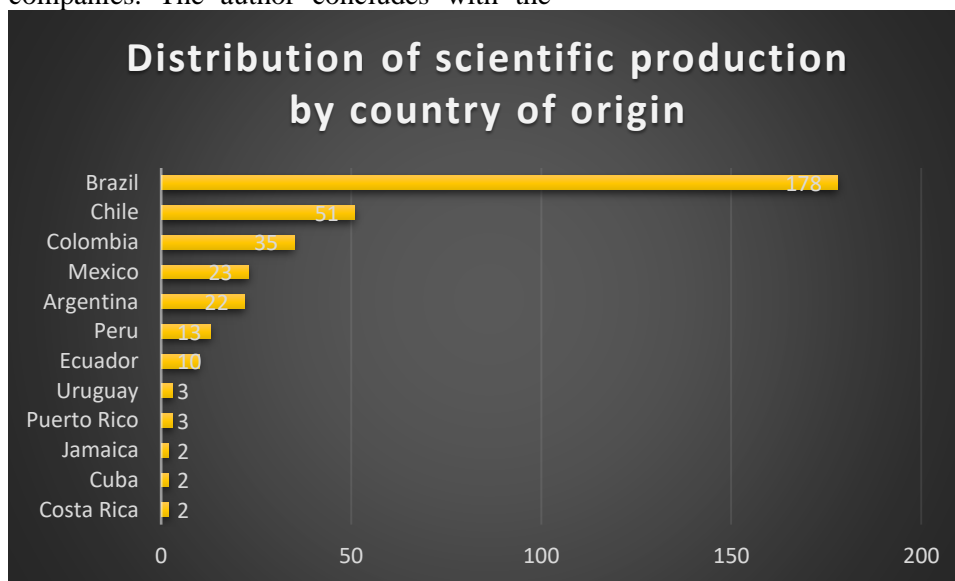


Figure 3. Distribution of scientific production by country of origin.

Source: Own elaboration (2022); based on data provided by Scopus.

Brazil is the Latin American country with the greatest contribution to research related to the current state of organizational and work psychology, presenting 178 documents related to these areas, among which is “Understanding work identity in contemporaneity” (Ribeiro, 2021). This document states that the world of work has changed in the last decades, firstly fluidity, flexibility and fragmentation, which also forces to renew the processes that occur around organizational psychology. It has represented an instability since there have been crossings of lines in fields of study, challenging the professionals of organizational psychology to redefine concepts in order to understand the current world of work. One of these concepts is work identity, so this paper presents the main theoretical perspectives to

analyze work identity in the tradition of organizational psychology as well as to analyze the common patterns in the construction of work identity in contemporary times in order to understand current theories; all this from research conducted in the last 10 years.

At this point, it should be noted that the production of scientific publications, when classified by country of origin, presents a special characteristic and that is the collaboration between authors with different affiliations to both public and private institutions, and these institutions can be from the same country or from different nationalities, so that the production of an article co-authored by different authors from different countries of origin allows each of the countries to add up as a unit in the overall publications. This is best explained in Figure 4, which shows the flow of collaborative work from different countries.

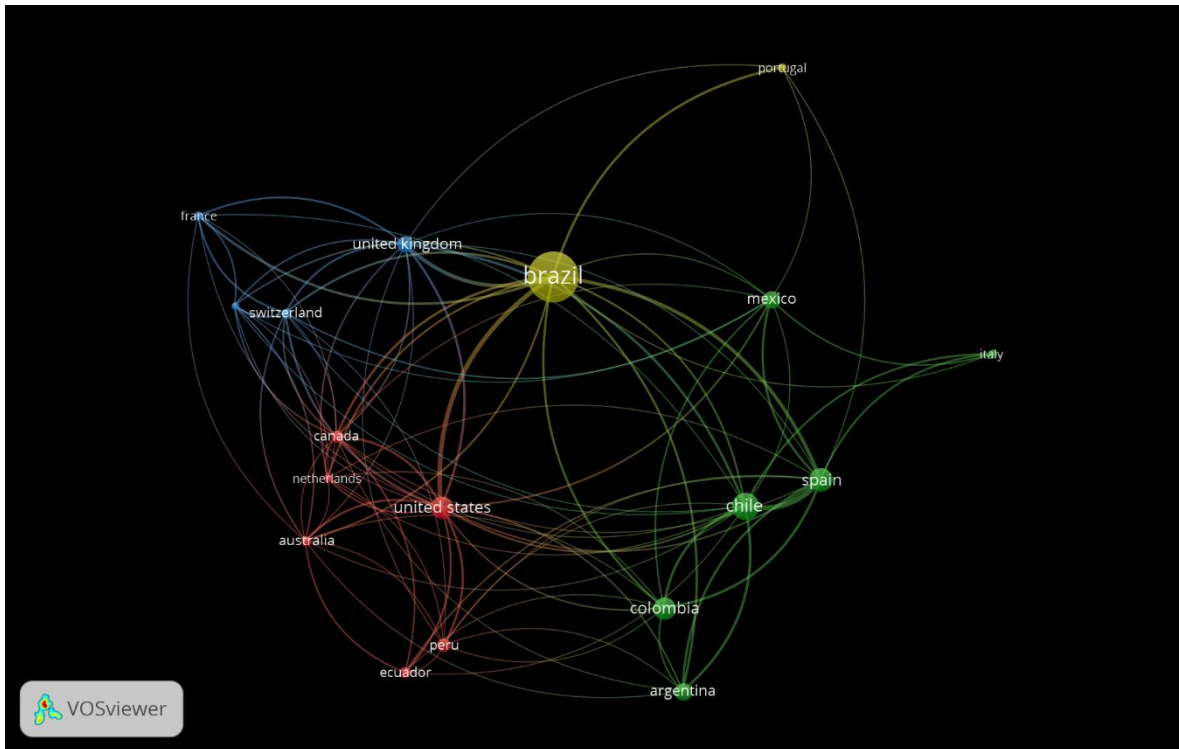


Figure 4. Co-citations between countries.

Source: Own elaboration (2022); based on data provided by Scopus.

As mentioned above, Brazil is the country with the highest number of publications related to the variables under study, having papers in collaboration with authors from countries such as Portugal, the United Kingdom and the United States, mainly, which shows the interest of countries outside Latin America in the current state of research related to organizational and work psychology. In second place is Chile which has co-authored documents with Mexico, Spain and Colombia presenting a total of 51 documents related to the study, within these documents is the title “10 years of research on risks, health and performance in Latin America: an integrative systematic review and research agenda”

(Pujol-Cols & Lazzaro-Salazar, 2021). This research analyzes the relationship between psychosocial risks and work in Latin America and states that most research is conducted in English or focused on a single occupation or psychosocial risk. In this study a review of 85 papers related to organizational psychology in Latin America during the last 10 years to research in this area critically reviews the main limitations and future lines of research that update the studies of this current.

4.4 Distribution of scientific production by area of knowledge

Figure 5 shows how the production of scientific publications is distributed according to the area of knowledge through which the different research methodologies are executed.

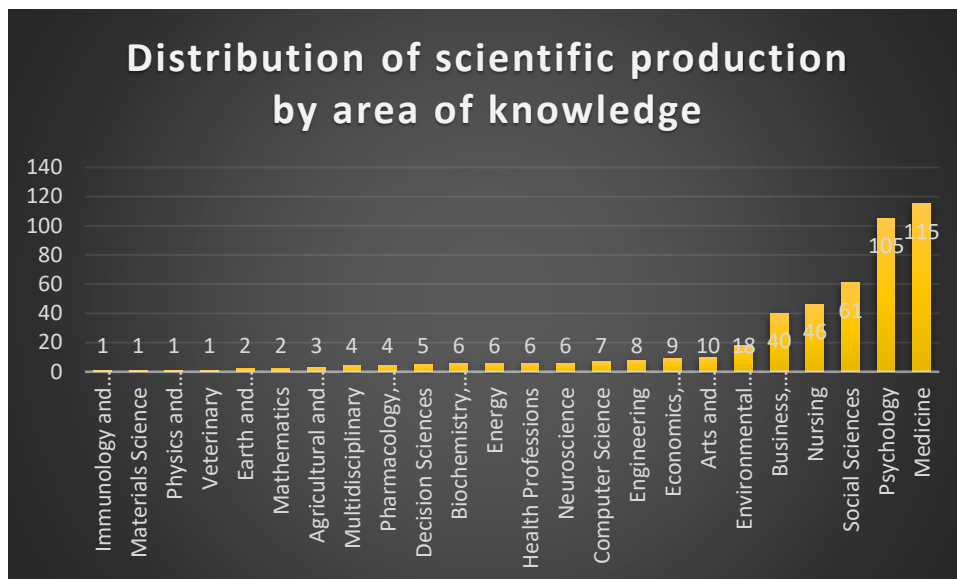


Figure 5. Distribution of scientific production by area of knowledge.

Source: Own elaboration (2022); based on data provided by Scopus.

Medicine is the area of knowledge with the largest number of contributions through the theories that are framed in it, in the search for new knowledge on Organizational and Work psychology having a total of 115 publications within which is “Gratitude at work predicts prospectively less materialism in the workplace: a longitudinal study of three waves in Chile” (Unanue et al., 2021). This paper relates materialism as a lack of satisfaction and commitment at work affects the job performance of workers therefore in a slow business development; so, the authors theorize positional gratitude as a protective factor against materialism; for this, they performed a lagged cross-panel model and a trait-state-occasion model to test changes in employees. The paper concludes with the importance of generating more research on materialism for the field of positive organizational psychology.

In second place is Psychology where 105 documents were written following the

guidelines of the topics related to this area, among which is “The relationship between age, Engagement and willingness to organizational change” (Rodriguez, et al., 2021). This document identifies the variables that affect human behavior in work contexts, taking into account the relationship between age, commitment and willingness to change, since these factors play a fundamental role in human resources management. This research within the framework of positive organizational psychology conducted a study of 808 randomly selected people using the U W ES questionnaire where it was found that there is no relationship between age and willingness to organizational change; however, conjunctural issues such as COVID 19 in the work dynamics have an impact on this disposition. Therefore, it is concluded that the need to advance with studies of variables that could affect the relationship investigated in this paper.

4.5 Type of publication

Figure 6 shows how the bibliographic production is distributed according to the type of publication chosen by the authors.

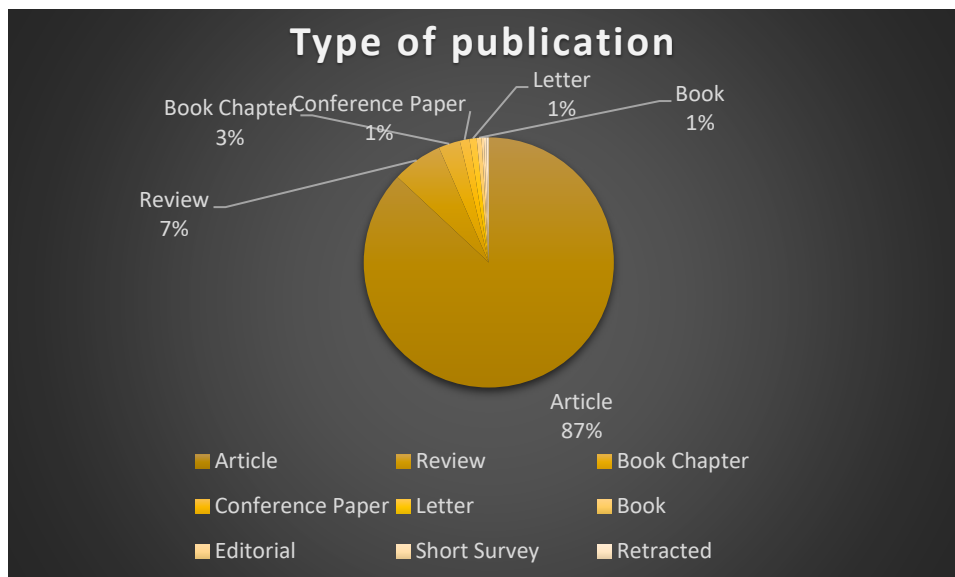


Figure 6. Type of publication

Source: Own elaboration (2022); based on data provided by Scopus.

As shown in Figure 6, within the different types of publications, 87% of the total number of documents identified through Phase 1 of the Methodological Design, correspond to Journal Articles, among which is the one entitled “Generic Job Satisfaction Scale: psychometric qualities of the Adapted Portuguese version” (A.L., Omar, & Salessi, 2021). This paper is based on adapting McDonald McIntyre's Erika job satisfaction scale to Brazilian workers. In this study, 681 workers were selected from the Brazilian Southeast where the exploratory factor analysis was a re-specific model which showed a more satisfactory fit. In this scale, positive relationships were evidenced between organizational commitment and negative relationships with the intention to resign. This scale proved to be a reliable instrument to be used in the Brazilian population.

In second place are the reviews which represent 7% of the total number of documents identified in this study. Among these publications is “Career adaptability, commitment and job satisfaction: a psychological network in the context of military education” (Pires et al., 2021). This document states that job satisfaction is related to performance in the military career being

also important factors stability and commitment; therefore, this document aims to examine a psychological network between these concepts, because although there is scientific literature on the relationship of these concepts, they have not been addressed to military education so this information provides an important development in the current research of organizational psychology. A survey was made to 962 students of the Black Eagles military academy between 18 and 26 years old where as a result it was found that the commitment of the students depends on the connection of their academic environment. It is concluded with the need to conduct longitudinal studies to confirm these findings.

5. Conclusions

Thanks to the bibliometric analysis proposed in the present research, it can be determined that Brazil is the Latin American country with the highest number of bibliographic records in Scopus database during the period from 2016 to 2022 with a total of 322 documents. The scientific production related to the study of Organizational and work psychology research in Latin America, has presented an important growth during the previously mentioned period, going from 40 publications in 2016 to 42 units in 2021 being 2020 the year with the highest number of scientific production presenting 68 documents, i.e., an advance in

the literature related to this area of knowledge was achieved, which indicates the importance of researching on organizational and work psychology to analyze labor relations and labor welfare factors that determine the growth of organizations.

Organizational psychology is part of the human resources management carried out by companies in order to ensure the welfare of employees and to have a work environment conducive to the development of their functions, this branch of psychology is responsible for the study of the relationship between the worker and the company trying not to affect the personal lives of employees.

Organizational psychology is constantly changing because thanks to globalization, many of the procedures carried out in companies have changed, resulting in innovations in the operations of organizations, but also represent the creation of problems within the workplace, professionals in this area have an investigative approach in order to identify new problems and seek solutions. Thanks to the current literature, the problem of the renewal of traditional psychology concepts is identified, since they fall short when addressing new problems, so it is necessary a greater scientific production that allows redesigning scales of measurement and evaluation, adapting them to the risk factors of Latin America.

All of the above allows this article to conclude by highlighting the importance of knowing the theory or bibliographic resources that seek to awaken the interest of organizations and organizational psychology professionals to investigate new problems in the human-labor relationship and the application of traditional methodologies, identifying their efficacy. It is for this reason that the need for studies such as the one presented in this document is highlighted, which make a tour of those texts that address the mentioned topic, in order to give the reader a broad view of the current situation of the bibliography on the research of Organizational and work psychology in Latin America.

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