

**Career Opportunities: Organisational and Industrial Psychology Internship (76273)**Req Id **76273** - Posted **10/28/2019** - **South Africa - Gauteng**[Job Description Print Preview](#)[Apply](#) [Save Job](#) [Email Job to Friend](#) [Return to List](#)**Job Title: Organisational and Industrial Psychology Internship**

OME: Group SHE

**Geographical Location:** Secunda, Sandton (might rotate during internship period)**Closing date:** 9 November 2019**Job Description:****Industrial/ Organisational Psychology Internship (Safety)**

An exciting opportunity is being offered for qualifying individuals to do a 12-18 months internship in Organisational and Industrial Psychology at Sasol in the safety, health and environmental (SHE) area.

**PURPOSE**

The purpose of the Organisational and Industrial Psychology programme is to complete the prescribed internship programme while gaining valuable experience while being involved in HR and safety related work related to the internship programme.

**JOB OBJECTIVES** (all aspects as defined in the internship programme and the following job objectives related to the position)

**Key Objectives****Job Functions****Safety psychology and climate**

- Incident investigations and root cause analysis providing input regarding organisational, workplace and personal factors.
- Assist business with the application of the human failure causation model.
- Conduct diagnostics (qualitative/quantitative) in order to describe the current safety climate (project).

## Organisational Design Project

- Developing organisational structures for the business that will result in increased efficiency and performance.
- Development of a technical and behavioural competency matrix.
- Developing and update job profiles and creating on-the-job training manuals.
- Involved in developing job assessments and job simulations that will enable the business to assess competencies.
- Involved in conducting an organisation wide skills audit.

## Organisational Psychology

- Designing and implementing change management processes with the introduction of new rules in the company.
- Coaching managers on enhancing their management skills.
- Update the Employee satisfaction Survey.
- Conduct focus groups with employees based on the ESI survey and develop interventions accordingly.

## Industrial Relations

- Recruitment and selection of job vacancies and conducting competency based interviews.
- Involved in conduct job grading and benchmarking for positions.
- Preparation of hearing packs and organising hearings.
- Sit in as observer in the hearings and provide advice on the company code of conduct.
- Attend labour court sessions for 1 day.
- Design and develop supervisor and manager specific induction and orientation based on the company's HR processes and procedures.
- Assist managers with conducting performance management discussions by coaching them on managing team performance.

## Employee Wellness

- Involved in conducting basic counselling interventions or referring employees to a relevant professional.
- Involved in developing the safety induction video.
- Involved in designing and developing workshops to educate employees on financial literacy, stress management, HIV and AIDS, and appropriate conduct in the work place.

## Testing and Assessments

- Update culture climate survey.
- Write up summary and detailed selection and development reports in line with job requirements.
- Provide feedback on assessment results.
- Develop job assessments.

**EXPERIENCE**

- Some practical experience in organisational and industrial psychology (wish).
- Work experience or academic research in safety, health and environment (SHE), behavioral transformation, medico-legal environment (preferred).

**QUALIFICATIONS**

- A Master's degree in Industrial and Organisational Psychology (Dissertation completed and handed in for examination).
- Registered as an Organisational and Industrial Psychology Student with HPCSA.
- Eligible to do an Organisational and Industrial psychology internship.

**KNOWLEDGE**

- Comprehensive academic knowledge of organisational and industrial psychology (essential).
- Additional basic knowledge related to safety, health and environment (SHE), behavioral transformation, medico-legal environment will be beneficial.

**SKILLS**

- Problem solving skills
- Numeric Comprehension
- Microsoft suite intermediate (Excel, Word and Power Point)
- Presentation skills
- Communication skills
- Interpersonal skills
- Assertiveness
- Project management skills
- Data analytics / statistics (wish)
- Inquisitiveness

**ATTRIBUTES**

- Willingness to learn.
- Willingness to growth exposure where available.
- Curiosity / Inquisitiveness.
- Committed to, and passion for organisational psychology.
- Desire to become a psychologist (specialist).

**Note: Failure to provide Sasol with truthful information and valid documents will render your application null and void. If you don't hear from us within a month (30 days) after the closing date of the advert, please regard your application as unsuccessful.**

**Follow us on:**

[YouTube](#) | [LinkedIn](#) | [Twitter](#) | [Instagram](#) | <http://www.sasol.com/>

[Apply](#) [Save Job](#) [Email Job to Friend](#) [Return to List](#)