

CURRENT STATE OF RESEARCH IN EDUCATIONAL AND WORK PSYCHOLOGY IN LATINAMERICA

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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 variables Educational and Work Psychology in Latin America. The purpose of the bibliometric analysis proposed in this document was to know the main characteristics of the volume of publications registered in the Scopus database during the period 2018-2022, achieving the identification of 2924 publications. The information provided by this platform was organized through graphs and figures categorizing the information by Year of Publication, Country of Origin, Area of Knowledge and Type of Publication. Once these characteristics have been described, the position of different authors towards the proposed theme is referenced through a qualitative analysis. Among the main findings made through this research, it is found that Brazil, with 444 publications, was the country with the highest scientific production registered in the name of authors affiliated with institutions in that country. The Area of Knowledge that made the greatest contribution to the construction of bibliographic material referring to the study of educational and Work Psychology in Latin America was Psychology with 1009 published documents, and the Type of Publication that was most used during the period indicated above were the Journal Article with 935 documents, each, of the total scientific production.

Keywords: Educational and Work Psychology, Latin America, Work Environment.

1. Introduction

The human being due to its complexity has been and continues to be analyzed by various areas of study that seek to understand more accurately the actions of people in each of the scenarios in which they

find themselves and their relationship with other beings of the same or different species. Although it sounds complicated, the approaches are increasingly accurate, so little by little the need to keep humans satisfied and happy has increased with the sole intention of not generating conflicts that affect the ideal functioning of a society or community.

At the business level, it is not very different. There is no doubt that having a number of personnel trained in various functions, with different thoughts, beliefs and ways of interacting the environment can become complicated so long ago from psychology a specialty focused on the worker, his behavior and his contribution to the work environment, that is, in his work environment. This branch is known as Organizational and Work Psychology, known in the past as Industrial Psychology. As María Alejandra Gómez assures in her article entitled "On organizational and work psychology in Colombia":(Gomez, 2016)

The history of industrial and organizational psychology is varied and emerged from the confluence of various forces, developed and grew during global conflicts, such as the First and Second World Wars, and the struggle for the civil rights of minorities in the United States. It should be noted that this applied psychology has been subject to changes and cycles of interest in economic activity, an example of this was the Great Depression, in the thirties, in which personnel advice was developed within organizations. (Gomez, 2016)

In the case of Latin America, a region made up mainly of producing and developing countries with mostly indigenous human capital, with deep-rooted cultural beliefs, the work environment could become complicated and unwanted for companies that are within this territory because the performance of their employees directly influences the results of the company itself. It is for this reason and in order to fulfill our general objective that this research article seeks to describe the main characteristics of the set of publications attached to the Scopus database and that are directly related to the variables Organizational and Work Psychology in Latin America, as well as the description of the position of certain authors affiliated with various institutions during the period between 2018 and 2022.

2. General objective

Analyze from a bibliometric and bibliographic perspective, the elaboration of works on the variables Educational and Work Psychology in Latin America during the period 2018-2022.

3. Methodology

This article is carried out through a mixed orientation research that combines the quantitative and qualitative method.

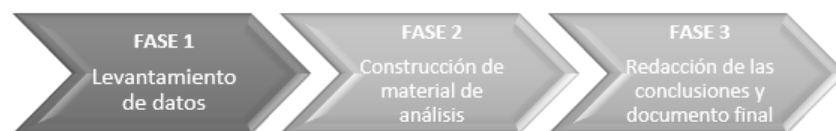
On the one hand, a quantitative analysis of the information selected in Scopus is carried out under a bibliometric approach of the scientific production corresponding to the study of Organizational and Work Psychology in Latin America.

On the other hand, examples of some research works published in the area of study indicated above are analyzed from a qualitative perspective, starting from a bibliographic approach that allows describing the position of different authors against the proposed topic.

It is important to note that the entire search was performed through Scopus, managing to establish the parameters referenced in Figure 1.

3.1 Methodological design

Figure 1. Methodological design



Source: Authors.

3.1.1 Phase 1: Data collection

Data collection was executed from the Search tool on the Scopus website, where 1009 publications were obtained from the choice of the following filters:

organizational AND work AND psychology AND (LIMIT-TO (AFFILCOUNTRY , "Brazil") OR LIMIT-TO (AFFILCOUNTRY , "Chile") OR LIMIT-TO (AFFILCOUNTRY , "Mexico") OR LIMIT-TO (AFFILCOUNTRY , "Colombia") OR LIMIT-TO (AFFILCOUNTRY , "Peru") OR LIMIT-TO (AFFILCOUNTRY , "Ecuador") OR LIMIT-TO (AFFILCOUNTRY , "Uruguay") OR LIMIT-TO (AFFILCOUNTRY , "Venezuela") OR LIMIT-TO (AFFILCOUNTRY , "Paraguay") OR LIMIT-TO (AFFILCOUNTRY , "El Salvador")) AND (LIMIT-TO (SUBJAREA , "PSYC")) AND (LIMIT-TO (PUBYEAR , 2022) OR LIMIT-TO (PUBYEAR , 2021) OR LIMIT-TO (PUBYEAR , 2020) OR LIMIT-TO (PUBYEAR , 2019) OR LIMIT-TO (PUBYEAR , 2018))

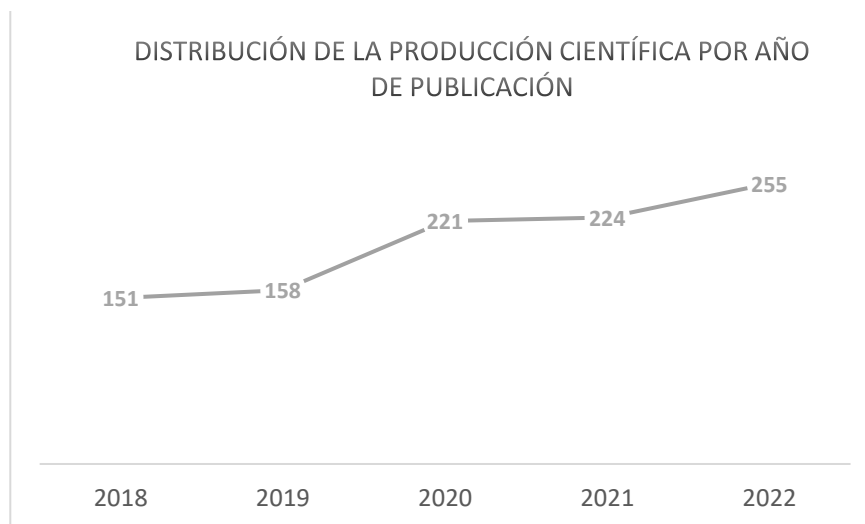
- Published documents whose study variables are related to the study of Organizational and Work Psychology in Latin America.
- Limited to the years 2018-2022.
- Limited to Latin American countries.
- Limited to Psychology.

human being in relation to his environment and what surrounds him. Therefore, Organizational and Work Psychology is not far from that approach. In general, what is sought with this type of specialties is to maximize the performance of a company from the maintenance of an ideal work environment where employees feel an important part and are motivated to deliver their one hundred percent, all this depends on their commitment, the leadership of their bosses or supervisors, level of satisfaction, well-being, stress management, to mention some fundamental factors that are related to the performance of workers.

4.2 Distribution of scientific production by year of publication

Figure 3 shows how scientific production is distributed according to the year of publication.

Figure 3. Distribution of scientific production by year of publication.



Source: Own elaboration (2023); based on data exported from Scopus

In figure 3 we find the scientific production concerning the variables Organizational and Work Psychology in Latin America during the period between 2018 and 2022 which resulted in the publication of 1009 documents, in the Scopus database, containing the keywords. Likewise, it is evident that some changes were experienced throughout the period. We started with the year 2018 with 151 documents, a number that increases during the following years reaching the highest number of publications in 2022.

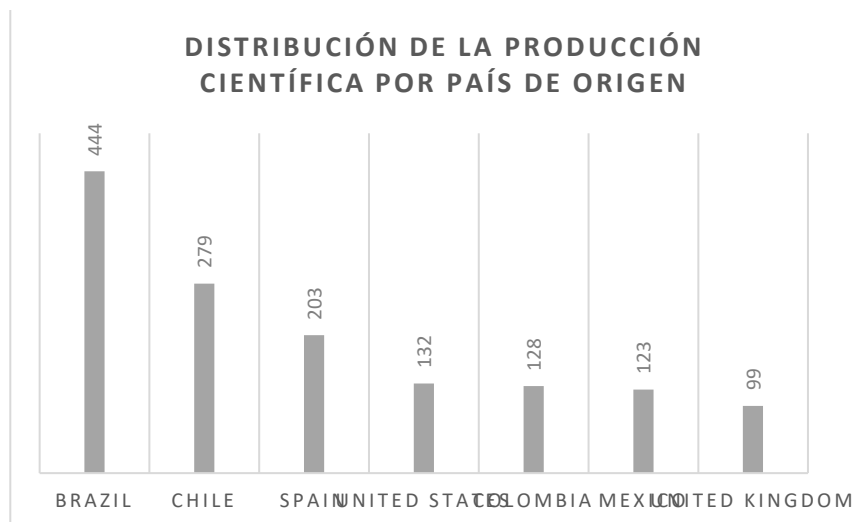
The article "What Does Schedule Adjustment Add to Work and Family Research? The incremental effect of the adjustment of the schedule in the work-family conflict, the satisfaction of the schedule and the intentions of rotation" published in the year 2021 is based on the importance of studying the relationship between work and the family according to the established work schedules since there is not enough

information that includes "the adjustment between the person and the environment with the individual results". "The results show that objective work-family time adjustment has statistically significant relationships with employee outcomes, regardless of the effects of time control and flexibility, but that these relationships are relatively weak." In other words, "Employee schedules are a starting point for forming their attitudes and behaviors related to the work-family interface, which can shape future rotational cognitions."(Laulié, Martin, Pimputkar, & Piszczek, 2021)(Laulié, Martin, Pimputkar, & Piszczek, 2021)(Laulié, Martin, Pimputkar, & Piszczek, 2021) (Laulié, Martin, Pimputkar, & Piszczek, 2021)

4.3 Distribution of scientific production by country of origin.

Figure 4 shows how scientific production is distributed according to the nationality of the authors.

Figure 4. Distribution of scientific production by country of origin.



Source: Own elaboration (2023); based on data provided by Scopus.

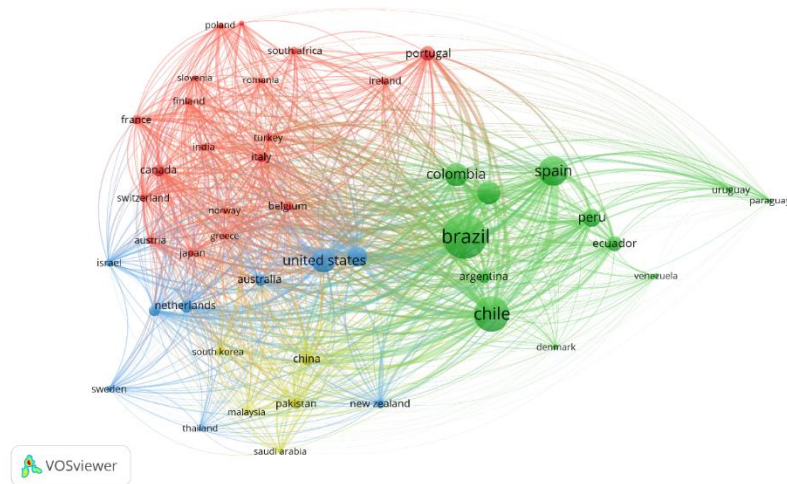
In the study of Organizational and Work Psychology in Latin America, Brazil leads the list of published documents with a total of 444 records in the Scopus database during the period of the years 2018-2022, followed by Chile and Spain with 279 and 203 documents respectively.

For our variables it is essential to identify the conditions that give rise to a certain work environment, which is why in the article called "Measurement of the Psychosocial Work Climate in Spanish: Validation of the Questionnaire of Psychosocial Factors 75 (PSF-Q75) to Capture Demands and Resources at Different Levels of Analysis" a study "based on the model of demands-resources of work" is presented. composed of "an updated conceptualization in which psychosocial stressors and motivational factors are integrated and defined at the level of analysis of

work, group and organization in a single conceptualization" from which it was possible to elaborate and test the "Psychosocial Factors Questionnaire 75 (PSF-Q75)" a questionnaire that measures the psychosocial climate that takes into account 23 factors that directly influence, which can be considered a great contribution for researchers and staff who intend to evaluate the psychosocial and work environment since it contributes directly to making better decisions. (Madrid, Patterson, & Vasquez, 2020)(Madrid, Patterson, & Vasquez, 2020)(Madrid, Patterson, & Vasquez, 2020)

At this point, it is important to note that the preparation of scientific publications in many cases is carried out from collaborations that may involve private and/or public institutions from one or more countries. Therefore, the same publication can be linked to one or more authors with different nationalities and thus to more than one country simultaneously, being part of the total number of articles or publications of each of them in the final sum. Next, in Figure 5, you will see in greater detail the flow of collaborative work carried out by several countries.

Figure 5. Co-citations between countries.



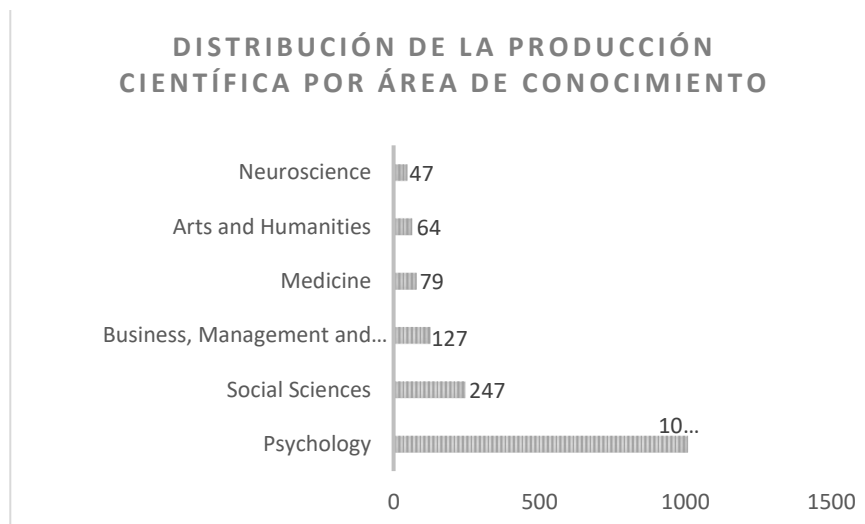
Source: Own elaboration (2023); based on data provided by Scopus.

Figure 5 shows the grouping of research according to the collaboration between authors belonging to various international institutions. There is evidence of outstanding participation among authors affiliated with institutions in Latin American countries such as Brazil, Chile, Peru, Venezuela, Bolivia with countries from other regions such as Australia, Germany, United States, Pakistan, to name a few.

4.4 Distribution of scientific production by area of knowledge

Figure 6 shows the distribution of the elaboration of scientific publications from the area of knowledge through which the different research methodologies are implemented.

Figure 6. Distribution of scientific production by area of knowledge.



Source: Own elaboration (2023); based on data provided by Scopus.

Due to the nature of our variables and their importance in the claim to maintain good environments in work environments it is not surprising that most of the publications found in the Scopus database, on these are made from psychology occupying the main position in the publication of documents. Other areas such as social sciences as well as business, management and accounting have contributed to the study of these variables, publishing 247 and 127 documents respectively.

As we can see in figure 6, the variables object of this study are relevant in various areas of knowledge, since they can be analyzed from the different approaches that seek to understand human behavior and in this case the factors that influence their performance within an organization as well as their contribution in the conservation of a calm and harmonious work environment.

4.5 Type of publication

In the following graph, you will observe the distribution of the bibliographic finding according to the type of publication made by each of the authors found in Scopus.

Figure 7. Type of publication.



Source: Own elaboration (2023); based on data provided by Scopus.

Figure 7 clearly shows that the predominant type of publication in the study of Organizational and Work Psychology in Latin America was the journal article with a total of 935 documents each. In second place, the reviews are located with 34 documents followed by the book chapters with 24 publications.

The article entitled "100 years of scientific evolution of work and organizational psychology: an analysis of bibliometric networks from 1919 to 2019" analyzes 100 years of Work and Organizational Psychology (WOP)" from an analysis to "understand the structure of evolution and the most important issues in the field of study" in the Web of Science and Scopus databases managing to identify some "emerging issues and others with a high degree of development" (Bender, et al., 2020)(Bender, et al., 2020)(Bender, et al., 2020)

5. Conclusions

From the bibliometric analysis carried out in the present research work, it was established that Brazil was the country with the highest number of records published for the variables Organizational and Work Psychology in Latin America with a total of 444 publications, in the Scopus database during the period 2018-2022 and that the area of knowledge with the greatest contribution was psychology with 1009 texts.

Initially, I must clarify that although the bibliography found is at first sight numerous and significant for our area of study, it is important to note that in many cases it was linked to other topics of psychology as a

science in general, but not to Organizational and Work Psychology, so everything suggested by Scopus was reviewed in detail in order to select the titles that could be included in our references. bibliographic and also serve as a basis in the development of this research article.

The analysis of results and the graphs included in each point allows us to ensure that the research of Organizational and Work Psychology in Latin America has gained greater relevance over the years. This may be because employers are more aware that their production and performance in the market depends largely on the performance of each of their workers. Although for managers and / or entrepreneurs no employee is essential, it is cheaper to try to keep their workers happy than to invest a large amount of time carrying out recruitment, selection, training and everything that leads to the hiring of a new person in a company. Likewise, the desire to be recognized as ideal places to work has arisen in companies since it is understood that they make great efforts to maintain, in the words of Hernán Garretón and Germán Morales, the following:

The organizational climate and organizational culture as central elements when accounting for the well-being of people in organizations, and incorporate the notion of risks at work as psychosocial risks, which gave rise to labor standards today, and seeking to address them in management plans from organizational interventions. (Garretón Labbé & Morales Farías, 2021)

For this reason and in order to continue generating awareness of the importance of guaranteeing access to this type of information in a transparent way by anyone, we hope to encourage with this article the participation of scientific communities in the study of these variables from any scientific profile and area of knowledge always seeking to provide more alternatives that contribute to the investigation of topics of general interest.

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