

REVIEWER'S REPORT

Manuscript No.: IJAR-54257

Date: 10/10/2025

Title: Psychological Approaches in Industry- An Overview.

Recommendation:

Accept after minor revision.

Rating	Excel.	Good	Fair	Poor
Originality		✓		
Techn. Quality			✓	
Clarity			✓	
Significance			✓	

Reviewer Name: Dr. Bishwajit Rout

Date: 10/10/2025

Reviewer's Comment for Publication.

(To be published with the manuscript in the journal)

The reviewer is requested to provide a brief comment (3-4 lines) highlighting the significance, strengths, or key insights of the manuscript. This comment will be Displayed in the journal publication alongside with the reviewers name.

- Significance:** This study is significant as it explores how psychological principles influence industrial performance, employee well-being, and workplace safety. It connects theory with practical industrial practices, analyzing behavioural, cognitive, humanistic, and psychodynamic approaches. By bridging human psychology with organizational needs, it highlights psychology's essential role in creating productive, adaptive, and mentally healthy work environments in modern industries.
- Strength:** The paper's strength lies in its comprehensive coverage of multiple psychological approaches and their application in real-world industrial settings. Using comparative case studies of Infosys and JSW Steel, it effectively demonstrates how psychological principles evolved from motivation and leadership enhancement to trauma recovery and emotional resilience, offering practical insights for sustainable and people-centered industrial management.
- Key Insight:** The key insight is that industrial psychology has evolved from focusing solely on productivity to prioritizing employee mental health, motivation, and emotional resilience. The integration of psychological strategies fosters organizational trust, adaptability, and sustainable growth. The study emphasizes that psychology is no longer supportive but a strategic necessity for achieving efficiency, safety, and holistic well-being in modern industries.

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Reviewer's Comment / Report

The paper titled “*Psychological Approaches in Industry- An Overview*” defines industrial psychology and explores its key approaches: behavioral, cognitive, humanistic, psychodynamic, biological, and social-cultural. It examines industrial accidents' causes and preventives. Case studies compare Infosys (1990s) and JSW Steel (2025), illustrating shifts in strategies for stress management, motivation, and trauma recovery, underscoring psychology's vital role in enhancing safety, productivity, and employee well-being in evolving workplaces.

Suggestions for Improvement:

1. Start with a global perspective on industrial psychology's relevance in modern workplaces.
2. Incorporate more recent citations (preferably post-2020) to enhance academic strength.
3. Include at least one recent industrial example demonstrating practical application.
4. Discuss how industrial psychology has evolved with AI, automation, and remote work.
5. Use bullet points for clarity when listing features like preventive and developmental aspects.
6. Add a brief introductory paragraph explaining why multiple approaches are discussed.
7. Include a comparative table summarizing key differences between approaches.
8. Replace some repetitive examples with data or research citations for credibility.
9. Focus more on the psychological reasoning behind each preventive measure.
10. Cite relevant psychological models (e.g., Reason's “Swiss Cheese Model” or Human Error Theory).
11. Add data such as employee retention rates, productivity improvement, or survey feedback to support claims.
12. Recheck consistency of names (e.g., “JWB Steel” should be “JSW Steel”).

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This paper presents an insightful overview of psychological approaches in industry and effectively connects theory with practice. It is well-structured and informative, but it requires refinement in academic style, deeper analysis, and citation consistency. With minor revisions and improved transitions, it can be considered for publication. Addressing the identified weaknesses will make it suitable for publication in IJAR.

I recommend this paper for publication after minor revision.