Industrial and Organizational Psychology

DESCRIPTION OF THE FIELD

Industrial/Organizational (I/O) Psychology is the scientific study of working and the application of that science to workplace issues facing individuals, teams, and organizations. Research in Industrial/Organizational Psychology includes, but is not limited to: job analysis and evaluation, selection, training and performance appraisal of personnel, the structure and context of organizations, organizational culture, organizational change, career development, motivation, job satisfaction, leadership, team dynamics, human factors engineering, and consumer behavior. Industrial/Organizational Psychologists contribute to an organization’s success by improving the performance and well-being of its people. An I/O Psychologist researches and identifies how behaviors and attitudes can be improved through hiring practices, training programs, and feedback systems. (Provided by the Society for Industrial and Organizational Psychology)

CAREERS

- I/O Psychologists (PhD)
  - Employed in Academia, Industry, and Government
  - Consultant, Human Resources Professional, Researcher, and Teacher
  - Design Psychologist/Environmental Designer
- Entry level positions
  - Human Resources, Administrative Assistant, and Office Manager

RESOURCES

For more information, please visit the following websites:

American Psychological Association, Division 14, Society for Industrial and Organizational Psychology
http://www.siop.org/

Alliance for Organizational Psychology
http://www.allianceorgpsych.org/

Careers in Psychology
http://careersinpsychology.org/becoming-an-industrial-or-organizational-psychologist/

Society for Human Resource Management
https://www.shrm.org/