

# Industrial and Organizational (I/O) Psychology

## What is it?

I/O Psychology is the application of psychological science to workplace issues. For example:

Health Psychology - What contributes to stress at work? How does that stress affect employee health and performance? How do we make jobs less stressful? How can we help employees deal with work stress?

Learning - How do people learn at work? How can we enhance that learning? What types of instructional methods work best for different types of training programs?

Cognition - How do people make decisions and solve problems at work? What influences workplace decision making? How can we improve workplace decision making?

Intelligence - What types of intelligence are necessary for success in different types of jobs? How do we measure these different types of intelligence in order to select the best person for the job?

Personality - What types of personality characteristics are necessary for success in different types of jobs? How do we measure these characteristics in order to select the best person for the job?

Motivation - What makes people motivated to succeed at work? How can we redesign jobs so that they are more motivating?

Attitudes - Why do people like or dislike their jobs? What can be done to increase job satisfaction?

## How do I learn more about the field of I/O Psychology

The best place for information on I/O is the website of the Society for Industrial and Organizational Psychology (SIOP)

<http://www.siop.org>

## **What undergraduate courses are most helpful?**

### **Foundation Courses:**

Social Psychology

Personality Psychology

Learning

Motivation

Cognition

### **Psychological Science Electives**

Organizational Psychology

Psychology of Human Resources

Health Psychology

Interpersonal Effectiveness

### **Free Electives**

Business Courses (list to be developed)

Communications Courses

## **What can I do with an undergraduate degree**

Entry level HR position

## **What about graduate school?**

### **Masters Programs**

- These are usually 15 month to three year programs
- Most masters programs require an internship to provide you with work experience - this is strongly recommended.
- Some schools offer online degrees.
- Different programs focus on different areas of I/O Psychology - be sure to read program descriptions carefully.

### **What can I do with a Masters degree?**

- With a masters degree in I/O (and some experience) many people find jobs in both public and private organizations within Human Resources, Organizational Training, and Organizational Development.
- Consulting firms that specialize in human resource issues and organizational development also hire people with Masters in I/O.

## How do I locate specific Masters programs:

Local Programs:

<b>University</b>	<b>Degree Awarded</b>	<b>Department</b>
<u><a href="#">Fairfield University</a></u>	MA in I-O Psychology	Psychological and Consultation
<u><a href="#">Massachusetts School of Professional Psychology</a></u>	MA	Psychology
<u><a href="#">Massachusetts School of Professional Psychology</a></u>	MA, Executive Coaching	Psychology
<u><a href="#">Salem State University</a></u>	MS	Psychology
<u><a href="#">Southern New Hampshire University</a></u>	MS	College of Online Education
<u><a href="#">Springfield College</a></u>	M.S.	Psychology
<u><a href="#">University of Hartford</a></u>	M.S.	Psychology
<u><a href="#">University of Hartford - Online</a></u>	MS	Psychology
<u><a href="#">University of New Haven</a></u>	M.A. in I-O Psychology	Psychology

A list of Masters and Doctoral programs across the country can be found at:

<http://www.siop.org/gtp/gtpLookup.asp>

### Doctoral Programs

- These are generally 4-5+ year programs
- Most require an internship (strongly recommended)
- Most require a dissertation
- The location of these programs varies - some are within Business Departments others are within Psychology Departments

### What can I do with a Doctoral Degree?

- Teach at the college level
- Work in public or private settings within Human Resources, Organizational Training, Organizational Development
- Work for Consulting Firms that specialize in Human Resources, Organizational Development