

Build Better Organizations



Discover Industrial-Organizational Psychology



What Is I-O Psychology?

Industrial-organizational psychology (I-O) is the application of the science of psychology to the workplace. It is the crossroads of business and psychology.

Just as finance professionals advise organizations on how to maximize their financial capital, I-O psychologists help organizations maximize their human capital. I-O psychology professionals apply the scientific method to workplace issues, leading to innovative, evidence based tools and solutions.



Top Reasons to Become an I-O Psychologist

- Help both businesses and employees achieve their full potential
- Develop a deep understanding of people and how they behave
- Benefit from the variety, independence, and flexibility of a growing field

Examples of I-O Challenges

Change Management: Mergers/acquisitions, group processes, re-engineering, productivity and quality improvement for strategic planning

Job Design and Evaluation: The value/worth of a job in relation to other jobs in the organization

Organizational Structure: Workforce planning; downsizing and rightsizing

Cross-Culture Diversity Issues: Decoding the way that different cultures understand one another

Strategic Planning: Understanding how to use human capital to achieve organizational goals

Workplace Health: Ergonomics, human factors, safety, stress

Legal: Issues and expert testimony on EEO/AA, OSHA

Work-Life Programs: Flexible work arrangements, work-life balance, telecommuting

Surveys: Culture of the workplace

Job Titles of I-O Psychologists

President, VP, Director, Staff Member, Manager, Consultant of: Talent Management; Organizational Development/ Effectiveness; Employee Relations; Leadership Training and Development.

Full, Associate, Assistant Professor of: Industrial-Organizational Psychology; Organizational Behavior; Management.

HR Practice Leader, Behavioral Analyst, Leadership Coach, Employment Testing Professional.



Member Spotlight

Mark Poteet
President
Organizational Research
& Solutions Inc.

"I have always found a natural interest in people. Why do people do what they do? I've also had an interest in business, commerce and finance. I've asked myself, 'What makes employees more productive?' and 'What makes leaders more effective?' I find that I-O is a natural marriage between business and psychology."

The Work of an I-O Psychologist

What happens at work can have a huge impact on employees and their families. I-Os apply research that improves the well-being and performance of people and the organizations that employ them. They can help organizations to:

- Recruit employees that best fit jobs and organizations
- Develop and retain the best employees
- Create fair, legal, and efficient hiring practices
- Develop performance management systems
- Minimize absenteeism and counterproductive behaviors
- Eliminate harassment/discrimination
- Foster teamwork and develop teams
- Increase motivation and dedication
- Identify and train leaders
- Consult during downsizing, rightsizing, mergers, and acquisitions
- Understand and manage organizational culture and climate



Become an I-O Psychologist

Are you interested in understanding how people behave at work? Consider earning a graduate degree in industrial and organizational psychology. Critical thinking skills are essential for this career path as well as the ability to work independently. Many students gain experience in the field by participating in paid internships before graduating.

Earning a doctoral degree will likely give you more job options and greater earnings. There are many I-O graduate programs in the U.S. and globally.

An extensive database of I-O graduate programs, as well a guide on how to choose a graduate program, is available on the SIOP website at:

siop.org/Membership/Students

The Society for Industrial and Organizational Psychology (SIOP) is the premier professional association dedicated to advancing the field of industrial-organizational psychology.

www.siop.org

- More than 10,000 SIOP members work in diverse employment settings in the U.S. and around the world:
 - ◇ academia
 - ◇ research organizations
 - ◇ corporations
 - ◇ government
- SIOP members are highly educated experts; most have earned doctoral degrees.
- Among the free resources on SIOP's website:
 - ◇ a database of I-O Graduate Programs
 - ◇ white papers
 - ◇ a career path guide
 - ◇ salary surveys
 - ◇ internships and job postings



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