



*Industrial/Organizational
Psychology*

What is I/O Psychology?

- In the most basic sense, I/O psychology is the bridge between psychology and the workplace. A few links are listed below to help provide more information:

<https://www.apa.org/ed/graduate/specialize/industrial>

https://www.youtube.com/watch?v=VAaYCTpBdwM&ab_channel=ShaRaeMansfield

https://www.youtube.com/watch?v=DLR6eCrLih0&ab_channel=SIOPofficial

Potential Career Paths in I/O Psychology:

- Human Resources Manager.
- Market Analyst/Workforce Analyst/Behavioral Analyst.
- Staffing and Recruiting Manager.
- Industrial/Organizational Psychologist Researcher and/or Professor.
 - This path requires receiving either an M.S. or Ph.D.

Undergraduate Recommended Courses in Psychology:

- Adult Development (**PSY 312**).
- Personality (**PSY 360**).
- Psychometrics (**PSY 406***).
- Intermediate Behavioral Statistics (**PSY 417***).
- Introduction to Industrial/Organizational Psychology (**PSY 420**).

* make sure to look at the pre-requisites for these courses, as there are more than just PSY 201! Ask an Advising Officer if you have any questions 😊

Undergraduate Recommended Courses Outside of Psychology:

- Business and Professional Communication (**CMM 207**).
- Introduction to Communication Theory (**CMM 303***).
- Group Communication (**CMM 315***).
- Principles of Microeconomics (**ECN 250**).
- Introduction to Professional Writing (**ENG 314***).
- Principles of Management (**MGT 320**).
- Organizational Behavior (**MGT 422***).
- Human Resource Management (**MGT 424***).
- Sociology of Work (**SOC 433**).

* make sure to look at the pre-requisites for these courses! Ask an Advising Officer if you have any questions ☺

Recommended Minors and Certificates:

- General Business Minor (HIGHLY recommended!).
- Business Communication Minor.
- Public Relations Minor.
- Marketing Minor.
- Communication Studies Minor.
- Sociology Minor.

Accelerated Masters Students Recommended Courses:

- Psychometrics (**PSY 506** instead of PSY 406).
- Intermediate Behavioral Statistics (**PSY 517** instead of PSY 417).
- Psychology of Personnel (**PSY 518** instead of PSY 418).

Is Graduate Training Required?

- A master's degree is recommended for most positions and careers involved with I/O psychology, though a master's degree is not necessarily a requirement. This mainly depends on the job or position, so be sure to do your own research!
- If you do decide to pursue post-secondary education, consider joining SIOP (Society for Industrial and Organizational Psychology)! Below is a link to student benefits for joining:

<https://www.siop.org/Membership/Criteria>

Ways to Stand Out in I/O Psychology:

- Clinical Experience:
 - This is not a clinically-oriented pathway. However, it may be beneficial to shadow an I/O psychologist at their workplace or to work within a business to gain knowledge of the industry you are interested in working with.
- Volunteer Work:
 - It is always a good idea to volunteer when considering graduate school or a career (it looks great on a resume)! Find something that you are passionate about and interests you and get involved with the community. This could include helping to organize an event, for example.
- Research:
 - This is VERY important in I/O psychology because both academic and applied positions typically involve research. Talk with **Dr. LeGrow** for suggestions on what types of research/research labs to get involved with.