



Industrial / Organizational Psychology



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NCU's Career Development Center invites you to explore the career possibilities in the professional study of Industrial / Organizational (I/O) Psychology. Students may obtain information on the requirements of this specialty training to prepare for the general work necessary to enter the various academics, research, and consulting applications. I/O psychologists learn to improve the applied science of employee and organizational needs to implement programs and solutions that are sustainable.

Definition

I/O psychologists explore a wide variety of career opportunities in the commercial and healthcare industries (Spector, 2011). The research field within the I/O discipline consists of two major areas: Industrial and Organizational. The Industrial focus or Personnel Psychology draws concern into the appraisal of human resources and organizational efficiency. I/O psychologists can improve the human side of organizations to understand on-the-job behavior in the protection of employee health, safety, and well-being. They can evaluate, select, and train people to design better jobs. The Organizational focus addresses the elements of the workplace and organization as a whole. I/O psychologists can minimize employee-related problems by helping organizations hire the right kind of people to value a work environment that employees will give their best (Spector, 2011).



Professional References & Resources

I/O psychologists disseminate their ideas and findings of research with others to strengthen convention and publication of scientific journals (Spector, 2011). Most societies allow members to compare interests to improve philosophy and ethical principles in professional rule of conduct. Below are valuable links to assist individuals with their career development needs:

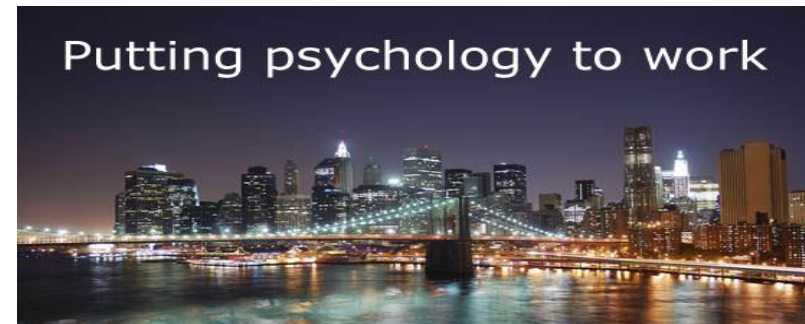
- American Psychological Association (APA): Contains information about the association, lots of psychology links, and abstracts of articles in APA journals. <http://www.apa.org>
- Occupational Information Network, O*NET: The U.S. Department of Labor job information site. <http://online.onetcenter.org>
- Society for Industrial and Organizational Psychology (SIOP): Contents of TIP and lots of information about the field and about graduate programs. <http://www.siop.org>
- Society for Occupational Health Psychology (SOHP): Contains information about the society and about the field of occupational health psychology. <http://www.sohp-online.org/>
- Academy of Management (AOM): Contains information about this I/O-related association and the field itself. <http://www.aomonline.org>

Field Salary Information

Experience Matters



Career Opportunities



Academic Government Industry Consulting

Zelin, Lider, and Doverspike (2014) wrote on the professional sector benefits of supporting entry-level I/O contributors to design educational programs, internships, and postdocs. The teamwork provides upward mobility to manage the completion of service projects successfully. Individuals become comfortable within their academic positions to indicate competency in training on-the-job to advance in career know-how. Most research settings employ I/O psychologists as professors at the community college and university track level. Some departments require Assistant Professors to complete multiple service activities before tenure. Those who work with graduate students successfully manage the completion of theses and dissertations for their student advisees. Many Assistant Professors publish extensively to gain the recognition of being an expert in that particular field. I/O psychologists provide consulting services for organizations who hire them. Many work for the government, military, and private corporations. Government positions expect employees to understand psychological concepts and theory on testing various procedures. Individual contributors must have strong data

analysis techniques and knowledge of federal guidelines to validate testing and employee selection procedures (Zelin & Lider et al., 2014). The industrial sector promotes the hire of entry-level I/O positions for contributors with a strong business acumen and financial background. Practitioners will use statistical analysis to recommend change and design new projects to suit organizational needs. Entry-level contributors within the consulting sector maintain competencies in three main job areas: project management, communication/relationship, and professional skills. The development of organizational policies and procedures will minimize the stress on projects challenging employees to build professional relationships (Zelin et al., 2014).

Training Requirements



Current market trends within the competitive job market suggest a proactive teaching engagement for students within the field of I/O psychology (Byrne, Hayes, McPhail, Hakel, Cortina, & McHenry, 2014). The development of a strong social skills foundation will begin in the undergraduate classrooms. Instructors will counsel student learners to master competencies in the appraisal of their I/O professional choice. Graduate scholars will learn to communicate and manage large-scale projects with others to work on innovative teaching

and authentic assessment techniques (Mueller, 2008). Professors will teach I/O scholars to communicate strategically in both the spoken and written languages in the study of scientific beliefs to relate statistical information to managers. Practitioners will team up with executives to explain the importance of training within a new program. Employers do hire people who have knowledge about memorizing skills to draw on the job. The advance training helps first the I/O psychologists to convey social experiences with other professionals across a broad range of different occupational fields. The I/O academician improves work performance with government agencies to secure grant funding opportunities (Salter & O'Malley, 2014). It is important to understand the scientific methods of I/O psychology and the advantages of conducting a job analysis, performance appraisals, and other workplace calculations. Most I/O psychologists hold a physician's doctorate to reflect university credentials of research. The supervision of an I/O faculty committee supports the practicum experience to assist scholars with developing their master's thesis or doctoral dissertation. I/O psychologists with research experience can help students with letters of recommendation to minimize organizational problems in applying principles with other faculty members (Spector, 2011).