The bottom line in any organization is performance

Industrial-organizational (I-O) psychologists contribute to an organization’s success by improving the performance 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. Applying psychology to help individuals have more satisfying work lives is a fulfilling vocation.

I-O Psychologists Work With Organizations in Many Areas

Employees
♦ Testing: test development, including tests of job knowledge, skills, reasoning, personality, and physical abilities; assessment centers; certification testing; multimedia testing (Web-based, video, etc.); interpretation of test results; test fairness; test-taker perceptions
♦ Selection and Promotion: recruiting; hiring; structured interviews; succession planning; performance appraisal and management
♦ Training and Development: computer-based learning; executive coaching; management development; mentoring, and leadership; competency modeling; team design and training, measuring training effectiveness
♦ Employee Attitudes and Satisfaction: involvement and empowerment; retention, job satisfaction; burnout, conflict, stress management; aging and retirement; gender issues; resignation and voluntary turnover
♦ Employee Motivation: factors that motivate employees to perform effectively

Organizational Development
♦ Change Management: mergers and acquisitions; group processes, process reengineering; productivity and quality improvement; strategic planning
♦ Surveys: climate and culture
♦ Job design and evaluation
♦ Organizational structure

Human Resource Management
I-O psychologists can provide scientific research that HR managers can use in developing strategies and decisions.
♦ Legal: analysis of issues and expert testimony on EEO/AA, ADA, OSHA, and other issues; discrimination; jury decision processes
♦ Workplace Health: ergonomics, human factors, and safety; overcoming stress; workplace violence
♦ Compensation and Benefits: pay, perks, rewards, and recognition
♦ Employee Behavior: harassment; absenteeism; discipline
♦ Employee Issues: union and labor relations
♦ Work-Life Programs: flexible work arrangements, quality of work life, work-life balance, working parents, telecommuting
♦ Performance Evaluations and Assessments: design of job performance measurement systems for feedback and performance improvement

About SIOP
The Society for Industrial and Organizational Psychology (SIOP) is an association of the world’s top workplace behavioral scientists.
♦ With more than 6,000 members from all 50 states and 42 countries, SIOP is a diverse group with its primary focus on building better organizations by improving the performance of individuals, teams, and groups.
♦ SIOP members, most of whom have doctoral degrees, are affiliated with the American Psychological Association or the American Psychological Society.
♦ SIOP members have testified before Congress, written federal legislation, and have served as consultants and experts for numerous companies—from small private firms to large multinational corporations.

Learn More About Being an I-O Psychologist
Start by going to the SIOP Web site at www.siop.org. There you will find:
♦ A listing of over 200 graduate programs with details on faculty, funding, and focus
♦ A helpful essay on how to choose a graduate program
♦ Guidelines for education and training at the doctoral and master’s levels
♦ PowerPoint “lectures” in introductory psychology
♦ TIP, which is SIOP’s quarterly publication
♦ Information on the SIOP Annual Conference
♦ A survey of salaries in this field
♦ And much, much more!

I-O psychology in the workplace: a partnership that builds better organizations.