

Industrial Organizational Psychologist

Background –

Industrial Organizational Psychologists (I/O Psychologists) apply the scientific method to the study of employees in the workplace. They are able to focus on the study of effective workplace behaviors, team dynamics and development, or on individual employee issues. Daily duties include: developing and facilitating performance evaluations of employees, analyzing a company's job openings and applicants, and advising companies on training programs in a consultant position. Possible research or teaching positions are also available at the Ph. D level.

What is the average salary of an I/O Psychologist? \$82, 760*

What classes at GVSU may help prepare me for this career? Discuss with your advisor which courses among those on this list, along with other courses not listed here, would best serve your career goals.

1. **PSY 360** – Social Psychology
2. **PSY 310** – Behavioral Modification
3. **PSY 445** – Industrial Organizational Psychology
4. **Minor in Business**
 - a. **More information on requirements -**
<http://www.gvsu.edu/seidman/undergraduateprograms/business-minors-42.htm#BU>

What additional education is required for this position? A Ph. D is generally required to work as an I/O Psychologist. Some states require licensure but as of 2018, Michigan is not one of them. For more information on the different routes an I/O Psychologist can take in their position - <http://www.siop.org/CareerPaths/>

Society for Industrial Organization Psychology - <http://www.siop.org/default.aspx>

What skills are applicable to this position? Active listening skills, reading comprehension, problem solving and decision making skills and communication skills are important for an I/O psychologists to strive for. In addition, critical thinking skills and time management skills are also important in this field.

Employer Possibilities - Job titles vary substantially with a Ph. D in I/O Psychology. Could work in academia, industry, government or consulting sectors.

1. Examples of employers – private companies, universities, private practices, research organizations, and governmental agencies.