What is Industrial-Organizational (I-O) Psychology?

- The science of human behavior at work and the application of psychological principles to the workplace.

- I-O Psychology applies practical scientific knowledge to aid in solving a wide variety of "real world" work situations and challenges.
What makes I-O Psychology Interesting (from a Student’s perspective)

- I/O focuses on understanding work from the perspective of psychology.
  - Capable of using my psychology education and experiences within a work setting rather than a clinical setting.
- As an I/O psychologist, you are given the opportunity to contribute to the success of an organization by improving the well-being and performance of their people. (You get to make a difference and feel important)
Who are I-O Psychologists?

- Versatile behavioral scientists specializing in human behavior in the workplace.
- Scientist-practitioners who specialize in applying research that improves the well-being and performance of people and the organizations that employ them.
- Experts in understanding and developing systems for hiring, motivating, training, and understanding people at work.
Who are I-O Psychologists?

I-O psychologists are:

- Scientists who derive principles of individual, group, and organizational behavior through research
- Practitioners (e.g., consultants, staff psychologists) who apply scientific knowledge to the solution of problems at work
- Teachers who train in the research and application of I-O psychology
What Do Industrial-Organizational Psychologists Do?

- Conduct research to understand and inform practices in organizations:
  - How do employees feel about their work?
  - Why do people behave in certain ways at work?
  - What effects does work have on people?
- Recruit people that best fit the organization
- Hire the best people for the job
- Develop and implement employee training programs to improve employee skills
- Retain the best employees
What Do Industrial-Organizational Psychologists Do? (Cont’d)

- Help employers understand employees’ work attitudes and how these attitudes can affect performance
- Increase motivation and dedication
- Develop fair, legal, and efficient hiring practices
- Help employers deal with employees fairly and avoid making biased decisions
- Create a diverse, qualified workforce
- Train employers to manage diversity effectively
What Do Industrial-Organizational Psychologists Do? (Cont’d)

- Define and analyze jobs
- Make jobs more interesting and satisfying
- Develop performance management systems
- Minimize absenteeism and counterproductive behaviors at work
- Create teams that work well together
- Foster a team environment
- And more!
Where Do I-O Psychologists Work?

- **Consulting Firms**
  - e.g., Organizational Development Consultant, Management Consultant, Leadership Development Consultant, Executive Development Consultant, etc.

- **Universities**
  - e.g., Professor of Psychology, Professor of Management, Professor of Organizational Behavior, etc.

- **Government**
  - e.g., Personnel Officer, Human Resources Specialist, Research Psychologist, Research Scientist, etc.

- **Industry**
  - e.g., Director of Human Resources, Director of Organizational Effectiveness, Compensation and Benefits Administrator, Director of Assessment and Testing, etc.

- **Other Settings**
  - e.g., Healthcare, Market Research, Human Factors, Engineering Psychology, etc.
## Where do I/O Psychologists Work?

<table>
<thead>
<tr>
<th>Employment Setting</th>
<th>Highest Degree Obtained</th>
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<tbody>
<tr>
<td></td>
<td>M.A.(^a)</td>
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<tr>
<td>Education</td>
<td>0.8</td>
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<tr>
<td>Private Sector</td>
<td>36.7</td>
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<tr>
<td>Public Sector</td>
<td>25.0</td>
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<td>Consulting</td>
<td>27.5</td>
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<tr>
<td>Other</td>
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| Median 2000 Salary\(^b\) | $67,000 | $90,000 |

Source: \(^a\)Conder and Walker (2000) and \(^b\)Katkowski and Medsker (2001) see text page 5
## 2006 Salary Survey Highlights

### 1999-2006 Median Reported Income for Demographic Subgroups

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<td>Doctorate</td>
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<td>$83,750</td>
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<td>Master’s</td>
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<td>$65,000</td>
<td>$68,000</td>
<td>$72,000</td>
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<tbody>
<tr>
<td>Men</td>
<td>$85,000</td>
<td>$93,000</td>
<td>$86,250</td>
<td>$92,000</td>
<td>$95,000</td>
<td>$100,000</td>
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<tr>
<td>Women</td>
<td>$70,000</td>
<td>$77,000</td>
<td>$72,000</td>
<td>$76,000</td>
<td>$78,000</td>
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<tr>
<td>&lt; 35</td>
<td>$62,000</td>
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<td>$60,753</td>
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<td>35-39</td>
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<td>$80,300</td>
<td>$90,000</td>
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<td>40-44</td>
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<td>$89,600</td>
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<td>45-49</td>
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<td>50-54</td>
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<td>$110,000</td>
<td>$112,500</td>
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<td>55 +</td>
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<td>$110,659</td>
<td>$110,000</td>
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</table>

Gender includes respondents with Master’s & doctoral degrees; Age includes only those with a doctorate.
Source: 2006 SIOP member salary survey; www.siop.org
The Society for Industrial and Organizational Psychology (SIOP)

- The professional association with which I-O Psychologists affiliate ([www.siop.org](http://www.siop.org))
- SIOP is a Division within the American Psychological Association (APA, Division 14) and is affiliated with the American Psychological Society (APS).
- SIOP is also separately incorporated as a non-profit organization. Its purposes are scientific, professional, and educational, and not for financial gain.
- Its goal is to promote human welfare through the various applications of psychology to all types of organizations providing goods and services, such as manufacturing concerns, commercial enterprises, labor unions or trade associations, and public agencies.
I-O Psychology Training

- Scientist-Practitioner Model
  - I-O psychologists are both generators and consumers of scientific knowledge
- Training in diverse areas
  - I-O psychology, other areas of psychology, statistics, psychometrics, management, marketing, etc.
- Master’s or Doctoral degrees
  - 2-6 years of graduate training usually culminating in a piece of scholarly research (thesis/dissertation)
Typical Courses in I-O Programs

- I-O Psychology
- Statistics
- Research Methodology
- Personnel Selection
- Training & Development
- Employee Motivation
- Organizational Development
- Performance Appraisal
- Social Psychology
- Ethics in Psychology
### Difference between I/O and MBA Programs

<table>
<thead>
<tr>
<th>Typical I/O Courses</th>
<th>Typical MBA Courses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statistics</td>
<td>Statistics</td>
</tr>
<tr>
<td>Experimental methodology</td>
<td>Business research</td>
</tr>
<tr>
<td>Psychometric theory</td>
<td>Organizational behavior</td>
</tr>
<tr>
<td>Employee selection and placement</td>
<td>Administrative policy</td>
</tr>
<tr>
<td>Organizational psychology</td>
<td>Managerial economics</td>
</tr>
<tr>
<td>Employee training and development</td>
<td>Financial management</td>
</tr>
<tr>
<td>Performance appraisal</td>
<td>Marketing management</td>
</tr>
<tr>
<td>Job analysis</td>
<td>Managerial accounting</td>
</tr>
</tbody>
</table>
Hofstra’s I-O Master’s Program

- **Duration:**
  - Two year (full-time) or three-year (part-time) program
  - Consists of course work and an internship in the field
  - Not thesis-based

- **Purpose:**
  - To prepare students for applied careers in I-O Psychology
Applying to Hofstra’s I-O Program

- GRE Scores
  - Minimum scores of 500 each on Verbal and Quantitative
- GPA
  - Minimum 3.0 (most considerably higher)
- Personal statement
- Application form
- Reference letters welcome but not needed
Hofstra’s I-O Masters Program
First Year Courses

- Fall
  - Foundations of Industrial Psychology
  - Foundations of Organizational Psychology
  - Social Psychology
  - Statistics

- Spring
  - Research Methods
  - Personnel Selection
  - Training and Development
  - Work Motivation
Hofstra’s I-O Masters Program
Second Year Courses

- Fall
  - Performance Appraisal
  - Market Research
  - Internship Class

- Spring
  - Organizational Development
  - Human Resource Management
  - Occupational Health Psychology
  - Internship Class
Survey Results

- On average, the top two reasons students chose to attend Hofstra University’s I/O Master’s Program are location of the school, and the opportunity for an Internship.
- Reasons to choose Hofstra
  - Guaranteed paid Internship.
  - Near New York City.
  - Close to home.
  - School’s good reputation
  - Program description.
  - Small class sizes.
  - Only two years to complete.
- Most students revealed that they heard about Hofstra’s Master’s I/O program through the SIOP website.
Internship Program

- Paid internship provides 2nd year students with on-site, supervised experience working on applied projects in business and public agencies in the NY Metropolitan Area

- We find the internship for you
Example Internships

- **Human Resources**
  - Citigroup, PepsiCo, South Nassau Comm. Hospital, Winthrop University Hospital

- **Organizational Development**
  - Arrow Electronics, Citigroup, Computer Associates

- **Consulting**

- **Market Research**
  - Hofstra University, NPD Group, Young and Rubicam
The Ph.D. Program in Applied Organizational Psychology

- Accept students who have already had a Master’s degree in I/O psychology
- Allow Master’s students to transfer a maximum of 38 previous graduate credits into the Ph.D. curriculum
- Be able to arrange paid opportunities in I/O psychology for students who wish to work part-time while pursuing their Ph.D.
- Provide tuition remission support of $6,000 per year, for three years
Quiz: Is I/O Psychology for You?

1. I am interested in understanding how people behave at work.
2. I want to counsel people who are having relationship troubles.
3. I’d like to understand how tests are created.
4. I’d like to understand how the brain works.
5. I wish I had a better understanding of what motivates people.
6. I’d like to learn what makes a marriage work.
7. I believe it’s important to understand what makes a team successful.
8. I want to really understand how memories are formed.
9. I’d like to know how to interpret the statistics I see in the media.
10. I’m really interested in understanding how children change and develop.

Give yourself 1 pt for every odd-numbered yes. The higher your score, the more likely you are to enjoy I/O. If you answered yes to several of the even-numbered statements, then you might also enjoy some other area of psychology. If you thought this quiz was not very accurate and have some ideas how to make it better, then you should definitely consider becoming an I/O Psychologist!
Questions?

- Me:
  - Jinyan.Fan@hofstra.edu
- Director of our M.A. program:
  - comila.shahani-denning@hofstra.edu
- Our program secretary:
  - rita.s.callahan@hofstra.edu
- Our M.A. Program:
- SIOP
  - www.siop.org
For more information –

- Ph.D. program’s website: http://www.hofstra.edu/Academics/Colleges/HCLAS/PSY/PHD/index.html