



## Preparing for a Career in Industrial/Organizational Psychology (IOP)

### Why choose this path?

People spend 40 hours a week at work for the majority of their lives, so it's important that the work is enjoyable. Also, as a newer field, there is high potential for growth. According to the Bureau of Labor Statistics, IOP is growing faster than average and will create nearly 30,000 jobs by 2022.

### Professions/Areas of Employment

- Organizational Development
- Human Resource Departments
- External Consulting
- Talent Manager
- Employee Relations Specialist
- Personnel Analyst
- Training and Employee Enhancement
- Recruitment and Talent Acquisition
- Government Contractor (Military)
- Organizational Developer
- Research Consultant
- Professor

### Most Frequent Employers of I/O Psychologists

• Colleges and Universities	• Research and Development
• State Governments	• Consulting Firms

### Organizational Psychology vs. Industrial Psychology

#### ***Organizational Psychology***

Focuses on the people of the organization and seeks to improve interactions

- Occupational Health Psychology
- Diversity
- Organizational Culture/Climate
- Leadership
- Job Attitudes
- Motivation

#### ***Industrial Psychology***

Scientifically proves how to make the workplace more efficient and productive

- Recruitment
- Selection
- Job Analysis
- Training
- Performance Appraisal

\*Note: The two fields work hand in hand, but some careers may be more focused on one ideology over the other.

### Preparing for Graduate School/Careers


#### Relevant Experience

- **Research Experience** like under a Psychology professor, with Institute for Simulation and Training (IST), Honors in the Major, RAMP, or other research project (see research handout)
- **Management Experience** in a business like supervision, training, recruitment, performance evaluations, entry level Human Resources: payroll, orientation, training, and instilling corporate-wide health initiatives.

## Human Resources vs. I/O

Both areas of study are concentrated around workplace efficiency. Both professions are involved in the process of recruiting employees, hiring them and retaining them. Their ultimate goals are to improve efficiency, morale, skills of employees and teamwork. Becoming involved in human resources only requires a bachelor's degree while becoming an I/O psychologist requires a masters. Human Resource positions tend to be more lucrative than I/O positions, of course this can depend on many factors such as years of experience and company with which you work. HR can focus more on the legality of an institution while I/O focuses more on science behind a functional work environment. I/O psychologist have more of a scientific, research basis when it comes to their implementations and through process. HR is concentrated less on rigorous research and more on practical implication.

## UCF Graduate Programs for IOP

 <b>UNIVERSITY OF CENTRAL FLORIDA</b>	<ul style="list-style-type: none"><li>• <i>Industrial Organizational Psychology MS</i></li><li>• <i>Industrial Organizational Psychology Ph.D</i></li></ul> For more information, visit UCF Graduate Catalog online: <a href="http://catalog.ucf.edu">catalog.ucf.edu</a>
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## Doctorate vs. Master's

You need a PhD if you want to produce knowledge, become a researcher, and/or be a professor. If you are only interested in applying the research as an Organizational Consultant or a different kind of Specialist, then a Master's is required. Doing a Master's thesis option has advantages, such as demonstrating project management skills, could aid you if you're planning on applying to a PhD program, and it allows you to research something that interests you!

## Professional Organizations

- **Society for Industrial and Organizational Psychology (SIOP)**
  - [www.siop.org](http://www.siop.org) Use the website to search for graduate programs, network with people in the field, and search for IOP-related jobs and internships.
- **UCF Student Professionals for Industrial/Organizational Psychology (SPIOP)**
  - Promote graduate and undergraduate students' understanding and involvement within the field of Industrial/Organizational Psychology. SPIOP focuses on providing opportunities for students to share ideas and information. Provide forums for students to exchange research, insights, and information related to the science, practice, and teaching of Industrial/Organizational Psych, Promote the education of future Industrial/Organizational Psychologists, Promote public awareness of the field of Industrial-Organizational Psychology
  - [sciences.ucf.edu/psychology/spiop/](http://sciences.ucf.edu/psychology/spiop/)
  - Find them on Facebook: [UCF SPIOP](#)

