

## 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
- Training and Employee Enhancement
- Recruitment and Talent Acquisition
- Government Contractor (Military)

### 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.

### 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 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, it allows you to research something that interests you, and could aid you if you're planning on applying to a PhD program in the future!

 <p><b>UNIVERSITY OF CENTRAL FLORIDA</b></p> <p>For more information, visit <a href="http://www.graduatecatalog.ucf.edu/programs">www.graduatecatalog.ucf.edu/programs</a></p>	<ul style="list-style-type: none"> <li>• UCF Graduate Programs for IOP <ul style="list-style-type: none"> <li>○ <i>Industrial Organizational Psychology MS</i></li> <li>○ <i>Industrial Organizational Psychology Ph.D</i></li> </ul> </li> </ul>
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## Preparing for Graduate School/Careers

### General Admission Requirements for Master and Ph.D. Programs:

- Transcripts
- Resume/ CV
- 3 Letters of Reference (at least 2 from faculty)
- GPA at least 3.0 (It should be higher to be competitive)
- GRE (typically, but you should check requirements for individual programs)
- If you don't have a psychology bachelor's degree, look into programs' coursework requirements
- PhD programs may ask for a sample of your work

### Relevant Experience

It is imperative that you gain research experience for either path. To prepare for a Master's program, look for research positions at the Institute for Simulation and Training (IST), which typically utilize RA's for applied projects. You could also apply to one psychology labs on campus for about a year and gain the necessary research skills suited for the Master's program. If you are seeking a PhD program, you will need at least a year of research experience. This can be in a lab, working under a professor, or completing your own undergraduate research project as a RAMP, McNair, or HIM student.

If seeking a Master's Degree, find an internship, a job, or volunteer experience as well. Almost any position can be applied due to the relativity of workplaces in the field. For example, a Peer Mentor at Global UCF can attest to improving the university's organizational climate by encouraging the value-in-diversity-approach.

### Human Resources (Typically requires a Bachelor's Degree)

Human Resources is not the same as Industrial Organizational Psychology. However, there are overlapping concepts, such as selection (interviews), recruitment (career fairs), and performance evaluations. In addition to those topics, human resources cover payroll, orientation, training, and instilling corporate-wide values and health initiatives.

### Online Resources

- Society for Industrial and Organizational Psychology (SIOP)
  - It is highly recommended to become a Student Affiliate
  - [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. You can still use these features without a membership.
- O\*Net Online
  - [www.onetonline.org/](http://www.onetonline.org/)
    - Use this website to learn about the duties, skills, and education requirements about IOP related jobs
- Bureau of Labor Statistics Occupational Handbook
  - [www.bls.gov/ooh/](http://www.bls.gov/ooh/)
    - Use this website to learn about the industries IOP's find themselves in, the average income, and location of positions