PURSUING A PHD IN
INDUSTRIAL-ORGANIZATIONAL
PSYCHOLOGY at PURDUE
Overview

▪ What is Industrial-Organizational (I-O) Psychology?
▪ What are the job prospects in Industrial-Organizational (I-O) Psychology?
▪ Purdue I-O program
▪ Purdue I-O Faculty Research Interests
▪ More Info
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What is I-O Psychology?

**Industrial Psychology**

- Use of assessments to help organizations recruit and hire the right employees in a fair manner and fulfill their potential

- Focus on theories of individual differences (e.g., personality, interests, general mental ability)

- Focus on practical methods for selection and legal implications (e.g., video interviews, tests, social media, etc.)

- Focus on the use of different statistical methods (e.g., detection of biases in tests, data science optimization methods to maximize tradeoffs)
What is I-O Psychology?

Organizational Psychology

- Use of broad psychological theories to diagnose and correct organizational problems and improve organizational effectiveness

- Focus on social psychological theories to understand workplace situations, interactions, and behaviors (e.g., organizational culture, negotiations, emotions at work, mentoring, turnover)

- Focus on ecological methods to capture experiences of work (e.g., experience sampling, social media, emails, big data)

- Focus on statistical methods to infer causality or model complex behaviors (e.g., longitudinal modeling, structural equation modeling)
What is I-O Psychology?

Sample Questions Addressed by Purdue I-O Faculty Research

▪ How do positive emotions help promote work performance?
▪ How do we enhance diversity in the workplace?
▪ How can we reduce turnover in organizations?
▪ How can we understand and detect bias in AI algorithms used for personnel selection?
What is I-O Psychology?

Sample Questions Addressed by Purdue I-O Faculty Research

- How can we effectively resolve conflicts both between people and within the self (e.g., personal identities, goals)?
- How do individuals’ achievement goals and self-assessments of ability influence their responses to performance difficulties?
- How do mentoring interactions affect protégé career development?
What is I-O Psychology?

Mission

▪ Help employers treat employees fairly
▪ Help make jobs more interesting and satisfying
▪ Help workers be more productive
▪ Enhance the well-being of workers
Pursuing a PhD in I-O psychology at Purdue

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Prospects of getting a job

- Wall Street Journal (2010) “Hot Jobs of 2018”: Psychologists will be in demand, but growth will be fastest in industrial and organizational psychology.

Career as an I-O Psychologist

Applied

External consulting (e.g., DDI, CEB, HumRRO)
Internal consulting (e.g., Google, Facebook, PepsiCo, P&G)

Academic

Professors at universities
Researchers at I/O-related research institutes
Society for I-O Psychology (SIOP)

Professional organization that promotes the “science, practice, and teaching of I/O Psychology”

Division 14 of APA

- Official website: [www.siop.org](http://www.siop.org)
- Includes information about graduate programs, jobs, and what I/O psychology is
- More details could be found in O*NET
Job Prospects

Where do I-O psychologists work?

- **Academia**: 38%
- **Consulting**: 28%
- **Private Org**: 23%
- **Public org**: 7%
- **Other**: 4%

**Full, Assoc., Assist. Professor of:** Psychology, Management, Organizational Behavior, and Industrial Relations

**President, VP, Director of:** Private research, consulting companies, and organizations

**Corporate VP, Director, Manager, Staff Member of:** Organizational Development, Management Development, Human Resources Research, Employee Relations, Training and Development, and Leadership Development
Job Prospects

Salary (2020)

Master’s  
(Median = $88,900)

Doctorate  
(Median = $125,00)
Figure 4. Median Income by Industry for Doctorate Respondents

- Self-employed Consulting (31) - $200,000
- Healthcare/Pharmaceuticals/Biotech (19) - $142,000
- Manufacturing (27) - $140,000
- Information Technology/Computers (40) - $136,500
- Other Private Sector Industry (51) - $136,000
- Consulting Organization (189) - $135,000
- Federal Government (23) - $119,000
- Retail (25) - $118,000
- Other Not-For-Profit Organization (15) - $115,665
- Other Government (14) - $112,250
- Banking, Finance, or Insurance (32) - $110,000
- Military (16) - $104,500
- University or College (294) - $103,000
- State Government (10) - $100,000
- Not-For-Profit Consulting/Research/Education (29) - $100,000
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Distinguished Program: One of the three oldest and most storied

- First PhD was conferred in 1939
- Graduated the highest number of I-O PhDs
- Produced the most Fellows (and presidents!!) of the Society for Industrial and Organizational Psychology than any other program.
- We have a mentorship training model
Purdue I-O program

Course Requirements

- Survey of Industrial Psychology
- Survey of Organizational Psychology
- I-O Colloquium Series (every semester)
- 2 statistics courses
- 2 research methods courses
- 3 courses outside the area (e.g. Survey of Social Psychology, Stereotyping and Prejudice)
- I-O Psychology Graduate Seminars - at least 2 (e.g. Work Motivation, Attitudes)
Recent Placements (2018 – 2020)

- Research Scientist, The Institute for the Study of Human Flourishing at the University of Oklahoma-Norman
- Assistant Professor, Bowling Green State University
- Assistant Professor, Northern Illinois University
- Assistant Professor, University of Houston
- Assistant Professor, Lake Forest University
- Assistant Professor, University of North Texas
- Assistant Professor, Georgia Tech
- People Analytics Research, Google

https://www.purdue.edu/hhs/psy/graduate/graduate_training_areas/industrial/careers.html
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Purdue I-O Faculty Interests

Tara Behrend

- Changing nature of work/working with technology
  - Surveillance
  - Virtual learning and collaboration
- Learning and development
  - STEM careers
  - Technical education

wave-lab.org
Purdue I-O Faculty Interests

Carolyn Jagacinski

- Achievement goals and goal orientations
- Procrastination
- Reactions to performance difficulties
- Competence perceptions and performance
Franki Kung

Conflict and Mindset

- Cultural Collision and Synergy
- Strategies for Difficult Communication (e.g., feedback, negotiation)
- Goals and Self-Regulation

https://conflictmindset.org/
Melissa Robertson

Relationships and Work

▪ Mentoring and supervision (enhancing career outcomes and well-being through work-oriented relationships)

▪ The work-life interface (interpersonal work-life management, cross-domain effects)

▪ Interpersonal behavior (e.g., conversations, relationship initiation, social support)
Purdue I-O Faculty Interests

Chelsea Song

Selection and Recruitment

- Diversity in HR (enhancing race & gender diversity via hiring; adverse impact reduction)
- Individual differences and person-environment fit
- Advanced quantitative methods (multi-objective optimization, machine learning/big data)
Purdue I-O Faculty Interests

Louis Tay

- Assessing and intervening to improve well-being of individuals in organizations and in societies
- Character and Virtues
- Measurement and Methodology
- Data Science
Purdue I-O Faculty Interests

Sang Woo

- Personality and individual differences
- Voluntary turnover and withdrawal processes
- Measurement and research methods (focusing on novel and/or underutilized approaches)
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How Can I Prepare to Apply to Purdue I-O?

Application Requirements

https://www.purdue.edu/gradschool/prospective/gradrequirements/westlafayette/iops.html

- Transcripts
- Recommendation Letters (3)
- Statement of Purpose
- Resume/Curriculum Vita
- Diversity Essay
- GRE
- English Proficiency (if non-native English speaker)
What Are We Looking For?

- Evidence of academic achievement and ability
- Fit with faculty research interests
- Prior research experience, particularly independent research mentored by faculty
- Fit with program mission and culture
- Background in research methods and statistics
- Interest in pursuing research-oriented career
- Conscientiousness
Purdue Association of Graduate Students in Industrial Psychology (PAGSIP)

- Newsletter: https://www.purdue.edu/hhs/psy/graduate/graduate_training_areas/industrial/pagsip.html
- Facebook: https://www.facebook.com/pagsip/
- Twitter: @pagsip
THANK YOU

More Questions? Find us on our website and email us!

https://www.purdue.edu/hhs/psy/graduate/graduate_training_areas/industrial/index.html