



Purdue Prepares Students for Work and Further Study in Industrial-Organizational Psychology

Industrial-Organizational (I-O) Psychology is the scientific study of behaviors at work and the application of that science to workplace issues facing individuals, teams, and organizations¹. This field of psychology focuses on understanding and measuring human behavior to improve employers' ability to select and promote the best people, and making the workplace better for the people who work there. I-O psychologists direct consulting and executive search firms, and work for leadership centers, universities, as well as public and private sector organizations. As business success is closely hinged to the quality of the workforce, I-O psychologists are well positioned to play major roles in aiding organizations to select, develop, and nurture top talent.

I-O psychologists conduct a wide range of research designed to provide information about all aspects of the workplace. This includes, for example, research related to employee health and well-being, predictors of job performance, work motivation, corporate social responsibility, person-organization fit, applicant/employee assessment/development, and workplace diversity/inclusion.

According to the Bureau of Labor Statistics (2014), I-O psychologist – with a median annual pay of \$83,580-\$112,300 – is one of the fastest growing careers within the United States with a growth rate of 53% forecasted through 2022.²

Purdue offers undergraduate students broad training in the field of I-O psychology. This includes:

PSY 272 Introduction to Industrial-Organizational Psychology, which covers individual differences and assessment; selection systems; job performance; performance measurement; training and development; job attitudes; motivation; leadership; workplace justice; diversity/inclusion; and stress at work.

PSY 475 Work Motivation and Job Satisfaction, which covers theories of motivation and satisfaction; organizational commitment; work and job withdrawal; personality; and emotion.

PSY 473 Selection and Performance Appraisal in Organizations, which covers EEO and employment-related legal issues; job analysis; test development and validation; prescreens, interviews, cognitive tests, personality assessments, assessment centers; employee recruitment; and performance appraisal/talent management.

PSY 390 Research Experience in Industrial-Organizational Psychology, which allows students to work side-by-side with I-O psychology faculty and graduate student as they carry out both experimental research in their labs, as well as field research within organizations.

Purdue is also the home of one of the first graduate programs in I-O psychology and offers world class training to its graduate students. More information about the I-O psychology program can be found at http://www.purdue.edu/hhs/psy/graduate/research_training_areas/industrial/

Students and Employers are welcome to contact any of the I-O psychology faculty at any time to learn more about our course offerings, the graduate program, or co-op or internship opportunities.

¹ Source: www.siop.org

² See also <http://abcnews.go.com/Business/americas-20-fastest-growing-jobs-surprise/story?id=22364716> ; <http://www.chicagobusiness.com/article/20160116/ISSUE01/160119873/chicagos-most-in-demand-jobs-in-2016>