



SOCIETY for  
INDUSTRIAL and  
ORGANIZATIONAL  
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

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

### What Undergraduate Students Should Know About I-O Psychology:

Industrial-organizational (I-O) psychology is the **scientific study of work** and the **application of that science to workplace issues** facing individuals, teams, and organizations. The scientific method is applied to investigate issues of critical relevance to individuals, businesses, and society, such as testing and assessment, staffing, performance management, employee engagement, employee stress and well-being, work-life balance, teamwork, organizational development and change, and leadership.

### The Benefits of a Career in I-O Psychology:

- I-O psychology is the **highest-paying** field within psychology
  - Median wage is \$77,350<sup>1</sup>
- I-O psychologist is one of the **fast-growing occupations** in the United States
  - 19% job growth (2014-2024)<sup>2</sup>
- I-O psychologists work in a **variety of settings**
  - Businesses, government, universities, consulting firms, and research organizations

### How to Become an I-O Psychologist:

- Most professionals working in the field of I-O psychology hold a **Master's** or **Doctoral** degree<sup>3</sup>.
- Hundreds of universities offer graduate degrees in I-O psychology
  - Some have undergraduate I-O psychology concentrations

### Additional Resources:

- **Short video** describing the field of I-O psychology:  
<https://www.youtube.com/watch?v=1fLCmoxCdRc&feature=youtu.be>

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<sup>1</sup> U.S. Department of Labor, Bureau of Labor Statistics, Occupational Employment Statistics (May, 2015)

<sup>2</sup> U.S. Department of Labor, Bureau of Labor Statistics, Occupational Outlook Handbook (December 17, 2015)

<sup>3</sup> In most states, the use of the title “psychologist” is regulated by law and may be restricted to persons who have completed doctoral training and/or have been licensed.

- **General brochure** about I-O psychology:  
<https://www.siop.org/Portals/84/SIOP%20Docs/Membership%20Docs/student%20brochureWeb.pdf?ver=2019-04-23-123901-663>
- **Join our FREE webinars** about careers in I-O psychology:  
<https://www.siop.org/Business-Resources/Webinars>
- ***What's in a Name?*** (a document describing the types of career and job titles I-O psychologists have):  
<https://www.siop.org/Portals/84/docs/Advocacy/What%27s%20In%20A%20Name.pdf>
- ***What do I/O Psychologists do?***  
<https://www.verywellmind.com/what-do-industrial-organizational-psychologists-do-2795633>
- **Recorded webinar:** “Everything You Want to Know About Graduate School in I-O Psychology but Are Too Afraid to Ask!”:  
<https://www.youtube.com/watch?v=ON4xTFbFrwk&feature=youtu.be>

### **What is the Society for Industrial and Organizational Psychology (SIOP)?**

- SIOP is the premier membership organization for I-O psychologists  
<https://www.siop.org/>
- Membership benefits include: Subscriptions to I-O publications, networking and visibility, and other incentives
- For information on how to join, visit: <https://www.siop.org/Membership/Benefits>

Prepared by the *SIOP Visibility Committee*