

# CAREER QUICK FACTS: INDUSTRIAL- ORGANIZATIONAL (I/O) PSYCHOLOGY



UNIVERSITY OF  
**GEORGIA**  
Career Center

Industrial-Organizational (I/O) psychology involves studying human behavior in the workplace and other organizations. I/O psychologists apply their knowledge of individual, group, and organizational behavior to solving problems in the workplace. These problems include:

- Workplace efficiency
- Performance measurement
- Recruitment, selection, and placement
- Motivation and reward systems
- Quality of work life
- Organizational change
- Talent development

**Important Skills/Knowledge:** Organizational development, career development, decision theory, data gathering and analysis, job and task analysis, group theory and process, individual assessment, administration, case law as related to the workplace

Source: American Psychological Association

## How do I become an I/O Psychologist?

After graduation, those interested in I/O psychology can begin working in entry-level positions related to business, human resources, etc. and/or pursue a master's degree in I/O psychology. Many positions related to I/O psychology can be attained at the master's level, though some states require licensing. Those interested in higher-level positions or academia may wish to pursue a PhD or PsyD in I/O psychology. Potential I/O psychologists might also consider master's degrees in similar fields such as human resources, public administration, business, and marketing research.

Source: Harvard Extension School

## Career Outlook\*

**Projected Job Growth 2022-2032:** 6%

- Average job growth for all occupations is 3%

**Median Annual Salary:** \$139,280

- Median salaries represent the exact middle point of salaries for this career (half are higher, half are lower).
- This data applies specifically to the field of I/O psychology.
- Related fields such as human resources, marketing, and training, where many I/O psychologists find work, may have different median salaries.

\*Job outcome data ([money.usnews.com/careers/best-jobs/industrial-psychologist](https://money.usnews.com/careers/best-jobs/industrial-psychologist))

## Possible Job Titles

- Talent Management Consultant
- People Analyst
- HR Specialist
- Workforce Analyst
- Employee Experience Manager
- Team Development Trainer
- Leadership Development Program Manager
- Executive Coach
- Organizational Effectiveness Consultant
- I/O Psychology Professor



The following minors and undergraduate certificates may be helpful in pursuit of this career field.

### Minors to Consider

*Communication Studies – Sociology*  
*Statistics – Women's Studies*  
*General Business*

### Certificates to Consider

*Entrepreneurship – Informatics – Leadership and Service – Nonprofit Management and Service – Personal and Organizational Leadership*

### Courses to Consider

*PSYC 4230 Psychology of the Workplace*  
*PSYC 4210 Psychological Testing*  
*PSYC 5240 Judgment and Decision Making*  
*STAT courses*

**Want to talk to an I/O Psychologist?  
Check out the UGA Mentor Program!**

