

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 2025-35: 6%

- Average job growth for all occupations is 3%

Median Annual Salary: \$147,420

- 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)

Possible Job Titles

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



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

Minors to Consider

*Communication Studies – Personal Health and Well-Being – Sociology – Statistics
Women's and Gender 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!**

