

Industrial-Organizational Psychologists

Professional Activities

Industrial-organizational psychologists apply psychology to the workplace by using psychological principles and research methods to solve problems and improve the quality of work life. They study issues such as workplace productivity, management or employee working styles, and employee morale. They also work with management on matters such as policy planning, employee screening or training, and organizational development.

Industrial-Organizational Psychologists typically do the following:

- Conduct presentations on research findings for clients and at research meetings.
- Provide expert testimony in employment lawsuits.
- Study consumers' reactions to new products and package designs, and to advertising efforts, using surveys and tests.
- Develop interview techniques, rating scales, and psychological tests used to assess skills, abilities, and interests for the purpose of employee selection, placement, and promotion.
- Review research literature to remain current on psychological science issues.
- Facilitate organizational development and change.
- Analyze job requirements and content to establish criteria for classification, selection, training, and other related personnel functions.
- Observe and interview workers to obtain information about the physical, mental, and educational requirements of jobs as well as information about aspects such as job satisfaction.
- Study organizational effectiveness, productivity, and efficiency, including the nature of workplace supervision and leadership.
- Write reports on research findings and implications to contribute to general knowledge and to suggest potential changes in organizational functioning.
- Provide advice on best practices and implementation for selection.
- Counsel workers about job and career-related issues.
- Analyze data, using statistical methods and applications, to evaluate the outcomes and effectiveness of workplace programs.

Educational Requirements

Although psychologists typically need a doctoral degree or specialist degree in psychology, a master's degree is enough for an Industrial-Organizational Psychologist. Practicing psychologists also need a license or certification. When working under the supervision of a doctoral psychologist, master's graduates can also work as psychological assistants in clinical, counseling, or research settings. Master's degree programs typically include courses in industrial-organizational psychology, statistics, and research design. Most master's degree programs do not require an undergraduate major in psychology, but do require coursework in introductory psychology, experimental psychology, and statistics. Some doctoral degree programs require applicants to have a master's degree in psychology; others will accept applicants with a bachelor's degree and a major in psychology.

Academic Programs

[Adler University](#)

[Augustana College](#)

[Blackburn College](#)

[Bradley University](#)

[Chicago State University](#)

[Concordia-Chicago University](#)

[DePaul University](#)
[Eastern University](#)
[Elmhurst College](#)
[Illinois State University](#)
[Illinois College](#)
[Illinois Wesleyan University](#)
[Judson University](#)
[Lewis University](#)

[National Louis University](#)
[Northern Illinois University](#)
[Rockford University](#)
[Roosevelt University](#)
[The Chicago School of Professional Psychology](#)
[University of Illinois at Chicago](#)
[University of Illinois-Springfield](#)

Employment/Salary Outlook

Organizations use industrial-organizational psychologists to help select and keep employees, increase productivity, and improve office morale. However, because it is a small occupation, the fast employment growth will result in only about 900 new jobs over the 10-year period.

State and National Wages (Industrial-Organizational Psychologists)

Location	Pay Period	2021		
		Low	Median	High
United States	Hourly	\$30.65	\$50.63	\$80.92
	Annual	\$63,750	\$105,310	\$168,300
Illinois	Hourly	N/A	N/A	N/A
	Annual	N/A	N/A	N/A

State and National Trends (Industrial-Organizational Psychologists)

United States	Employment		Percent Change	Job Openings ¹
	2021	2031		
Industrial-Organizational Psychologists	2,900	3,000	4%	200
Illinois	Employment		Percent Change	Job Openings ¹
	2020	2030		
Industrial-Organizational Psychologists	N/A	N/a	N/a	N/A

¹Job Openings refers to the average annual job openings due to growth and net replacement.

Professional Organizations

American Psychological Association (apa.org)
 Association of State and Provincial Psychology Boards (asppb.net)

References

Occupational Outlook Handbook, U.S. Department of Labor, Bureau of Labor Statistics
<http://www.bls.gov/ooh/psychologists.htm>
 O*Net OnLine (<http://www.onetonline.org/link/summary/19-3032.00>)
 CareerOneStop (<https://www.careeronestop.org/site-search.aspx?keyword=Industrial-Organizational%20Psychologists>)

Last Modified: November 11, 2022