Industrial Organizational Psychology

The area of industrial/organizational psychology applies psychological principles to the study of individuals’ behavior at work. Good background courses include those with industrial/organizational content, personality assessment, and research design. People interested in IO should take additional courses in statistics and possibly business.

Most graduate programs will look for evidence of research experience. Therefore, Psych 491 (Research Practicum), even if not in your area of interest is HIGHLY RECOMMENDED.

PSYCH 230 – Developmental Psych - Life-span development of physical traits, cognition, intelligence, social and emotional behavior, personality, and adjustment.

PSYCH 250 – Psychology of the Workplace - Survey of theories, research methods, and applications of industrial and organizational psychology from the scientist-practitioner approach. Personnel topics include selection, training, and performance appraisal; organizational topics include leadership, motivation, job attitudes and behaviors and organizational climate.

PSYCH 280 – Social Psychology – Individual human behavior in social contexts. Emphasis on social judgments and decisions, attitudes, perceptions of others, social influence, aggression, stereotypes, and helping.

PSYCH 318 - Thinking and Decision Making - Understanding human reasoning and decision making, including evaluating evidence, judging probabilities, emotional influences, and social dilemmas, with emphasis on the mechanisms that underline decision making.

PSYCH 360 - Psychology of Normal Personality - Theories and research in the study of development and functioning of normal personality.

PSYCH 450 – Industrial Psychology – Theory, content and methods of industrial psychology related to the effective operation of organizations including the different approaches used to select employees, how to conduct performance appraisals, and how to train employees in organizations. Work attitudes and behaviors of employees, work schedules, and human factors as well as relevant legal issues. Statistics including regression and correlation are used.

PSYCH 550 – Advanced Industrial & Organizational Psychology – Examines theories, methods and applications to I/O psychology. Includes history, legal issues, employee attitudes and behaviors, and training and motivation. Permission of instructor required for undergraduates.

STAT 401 – Statistical Methods for Research Workers - Methods of analyzing and interpreting experimental and survey data. Statistical concepts and models; estimation; hypothesis tests with continuous and discrete data; simple and multiple linear regression and correlation; introduction to analysis of variance and blocking.

STAT 404 – Statistics for Social Sciences – Applications of generalized linear regression models to social science data. Assumptions of regression; diagnostics and transformations; analysis of variance and covariance; path analysis; logistic, multinomial and Poisson regression.

For additional information and advice, please visit with your academic adviser, faculty adviser, or Dr. Kathy Hanisch.

Revised February 2013