




## Getting Into an Industrial/Organizational Psychology Graduate Program

What every wanna be -I/O  
psychologist should know about  
I/O



## First do you even know what I/O Psychology – What is it?

- Basic science & work behavior:
  - To **describe, explain & predict** behavior in organizations
  - To expand the body of I/O knowledge
- Science-Practitioner Model
  - Applied science & the use of psychological knowledge, principles, methods to solve problems:
    - To predict behavior in organizations
    - To **change/control** behavior in organizations
    - To provide psychological services



## Describing People and Positions

- Describing Organizational Behavior and Contextual Influences
  - Performance Assessment
  - Attitude Assessment
  - Job-Related KSAO Assessment
  - Job Analysis & Competency Modeling




## Predicting Performance & Satisfaction

- Selection System Design
- Validation Research



## Explaining Work Behavior

- Hypothesis Testing & Model Building
- Experimental Studies



## Changing Organizational Behavior

- Organizational Interventions Designed to Change Situational Attributes
- Training Interventions Designed to Change Personal Attributes
- Selection Interventions Designed to Match People to Positions

## Areas of Basic and Applied Work

- Personnel Side
  - Applied -- Job Analysis, Performance Appraisal /Competency Development, Selection, EEO, Program evaluation/validation research
- Organizational Side
  - Motivation, Satisfaction, Leadership & Group processes, Org design & development
- Others
  - Training & Development
  - Human Factors/Engineering Psych
  - Consumer Psychology

## What do you want to do with that I/O Psychology Degree?

- Where do we work and what do we do?
  - Public & Private Organizations – 26% (Business, Industry, Gov.)
  - Education– 39% (Colleges/Universities)
  - Consulting Firms – 35%

From: Society for Industrial and Organizational Psychology, 2004

## Will Going to Graduate School in I/O Make Me Happier? (at least after I graduate)

- Bachelors:
  - Least satisfied with salary, opportunities for development & promotion
  - Most satisfied with location, job security, autonomy, and coworker/super relationships
- Masters:
  - More satisfied with salary & opportunities for development than bachelors
  - Similar satisfaction with coworker/super relationships
  - Relatively least satisfied with opportunities for promotion

## Will Going to Graduate School in I/O Make Me Happier?

- Doctoral:
  - Relatively least satisfied with salary & opportunity for promotion (but more satisfied than masters or bachelors)
  - Highest levels of satisfaction with opportunity for development, recognition, relationships with coworkers/supervisors, & working conditions (all aspects above 70%)

## Ok, I want this -- What should I do to get into graduate school? What do "they" look for?

- Grades and Courses
- Experiences
- Work Ethic
- Understanding of Scientist-Practitioner Model
- Ability to communicate – Written and Verbal
- Professionalism & Ethics

## The Kiss of Death -- What should I avoid in my applications?

- Damaging Personal Statements
- Harmful letters of reference
- Poor writing skills
- Misfired Attempts to Impress

From: Personal experience and Appleby and Appleby (2006)  
Kiss of Death in Graduate School Application Process



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