What are the current trends and opportunities in the field of I/O Psychology?

- Rapid growth in I/O psychology, both nationally and internationally, makes it the fastest growing psychology profession.
- According to the Bureau of Labor Statistics, employment for I/O psychologists is expected to grow 53% between 2012 and 2022.
- Globalization of I/O practice will continue to be a dominant trend since I/O psychologists/practitioners need to have the skills to support global leaders, conduct global activities (i.e., assessing/training people), and be sensitive to cultural differences.

What does an I/O Practitioner/Psychologist Do?

They are experts in understanding and developing systems for hiring, motivating, training, and understanding people at work. They develop tests, promotion systems, and surveys. They engage in coaching, team building, survey analysis, job analysis, organization design, and much more! In fact, the products and programs they create will often have a significant impact on the people in an organization and can also impact the performance of the organization.

Key Functions

- Develop strategies that build better organizations.
- Recruit people that best fit the organization (Recruitment).
- Hire employees who are a good fit (Assessment and Selection).
- Retain the best people (Retention).
- Develop fair, legal, and efficient hiring practices.
- Improve the skills of the people organization’s already have in place.
- Create a diverse, qualified workforce.
- Develop performance management systems.
- Develop strategies to:
  - Minimize absenteeism.
  - Eliminate harassment and discrimination.
  - Foster a team environment.
  - Increase motivation and dedication.

What is the primary focus of I/O?

Focus is on the workplace. Most of our lives are spent at work. What happens at work can have a huge impact on people and their families. Industrial-organizational psychologists/practitioners apply research that improves the well-being and performance of people and the organizations that employ them.
What specific areas do I/O Practitioners/Psychologists Work?

### Employees

- **Testing**: test development, including tests of job knowledge, skills, reasoning, personality, and physical abilities; assessment centers; certification testing; multimedia testing (Web-based, video, etc.); interpretation of test results; test fairness; test-taker perceptions
- **Selection and Promotion**: recruiting; hiring; structured interviews; succession planning; performance appraisal and management
- **Training and Development**: computer-based learning; executive coaching, management development, mentoring, and leadership; competency modeling; team design and training; measuring training effectiveness
- **Employee Attitudes and Satisfaction**: involvement and empowerment; retention; job satisfaction; burnout, conflict, and stress management; aging and retirement; gender issues; resignation and voluntary turnover
- **Employee Motivation**: factors that motivate employees to perform effectively

### Organizational Development

- **Change Management**: mergers and acquisitions; group processes; process reengineering; productivity and quality improvement; strategic planning
- **Surveys**: climate and culture; Cross-cultural and diversity issues; Team building
- **Job design and evaluation**: Workforce planning (downsizing and rightsizing)
- **Organizational structure**
- **Impact of technology in the workplace; Customer service issues**
- **Human Resource Management** (I-O practitioners can provide scientific research that HR managers can use in developing strategies and decisions.)

### Performance Evaluations & Assessments

- **Design of job performance measurement systems for feedback and performance improvement**
- **Research expertise and in-depth knowledge of the research on employee attitudes and behaviors as they relate to organizational performance**

### Legal

- **Analysis of issues and expert testimony on EEO/AA, ADA, OSHA, and other issues**
- **Discrimination**
- **Jury decision processes**
- **Testify before Congress and write federal legislation on workplace issues**

### Work Life Programs

- **Flexible work arrangements**
- **Quality of work life**
- **Work-life balance**
- **Healthy workplace**
- **Virtual employee engagement**

### Workplace Health

- **Ergonomics**
- **Human factors, and safety**
- **Stress and burnout**
- **Workplace violence**

### Compensation and Benefits

- **Pay**
- **Benefits**
- **Rewards**
- **Recognition**

### Employee Behavior and Issues

- **Harassment**
- **Absenteeism**
- **Discipline**
- **Union and labor relations**
### How do I/O Psychologists/Practitioners maximize employee potential?

- **Testing**: test development, interpretation, and analysis (including tests of job knowledge, skills, reasoning, personality, and physical abilities).
- **Selection and promotion**: developing and studying systems for recruiting, interviewing, hiring, evaluating, managing, and promoting people.
- **Training and development**: understanding and engaging in executive coaching, management development, mentoring, leadership training, and team building.
- **Employee attitudes and motivation**: understanding and improving employee empowerment, engagement, diversity, retention, and satisfaction. Reducing burnout, conflict, and stress.

### How do I/O Psychologists/Practitioners maximize organizational potential?

- **Change management**: mergers and acquisitions; process reengineering
- **Strategic planning**: understanding and advising on how to use human capital to achieve organizational goals
- **Surveys**: climate and culture
- **Job design and evaluation**
- **Organizational restructuring and workforce planning**
- **Cross-cultural understanding**: an understanding of global, cross-cultural and diversity issues

### What types of job titles do I/O Psychologists/Practitioners hold?

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<tr>
<th>Corporate Vice-President, President, Vice President, Director, Manager, Coordinator, Principal, Staff Member, Consultant of:</th>
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