



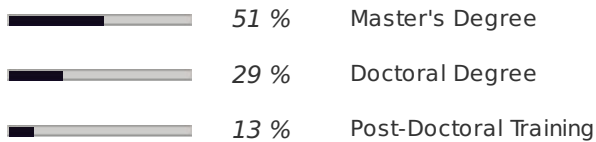
Industrial-Organizational Psychologists

Description

Apply principles of psychology to personnel, administration, management, sales, and marketing problems. Activities may include policy planning; employee screening, training and development; and organizational development and analysis. May work with management to reorganize the work setting to improve worker productivity.

Education

The following is a breakdown of the top three degrees that people in this job possess (each educational level is described in the legend at the end of this document):

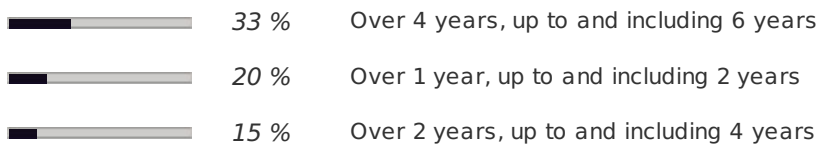


In order to pursue this career, you will need to be educated in one of the following areas:

- Psychology, General (CIP = 42.0101)
- Industrial and Organizational Psychology (CIP = 42.0901)

Experience

The following is a breakdown of the level of related work experience that people in this job possess:



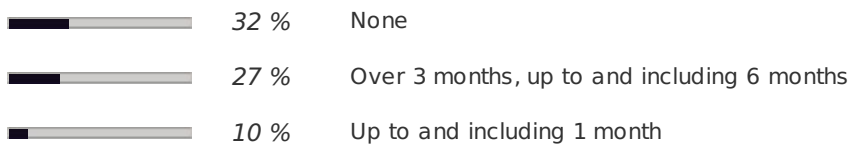
On-site Training

The following is a breakdown of the length of on-site training that people in this job typically receive:



On-the-job Training

The following is a breakdown of the level of on-the-job training that people in this job received:





Interests

The following is a list of the top three career interests (also known as Holland Codes) that people with this occupation possess, along with their level of importance to this career.

- Investigative (Very high)
- Enterprising (High)
- Artistic (High)

Tasks

Here are the most common tasks and duties for which you would be responsible in this job:

- Develop and implement employee selection and placement programs.
- Analyze job requirements and content to establish criteria for classification, selection, training, and other related personnel functions.
- Develop interview techniques, rating scales, and psychological tests used to assess skills, abilities, and interests for the purpose of employee selection, placement, and promotion.
- Analyze data, using statistical methods and applications, to evaluate the outcomes and effectiveness of workplace programs.
- Advise management concerning personnel, managerial, and marketing policies and practices and their potential effects on organizational effectiveness and efficiency.
- Assess employee performance.
- Write reports on research findings and implications to contribute to general knowledge and to suggest potential changes in organizational functioning.
- 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.
- Facilitate organizational development and change.
- Identify training and development needs.
- Formulate and implement training programs, applying principles of learning and individual differences.
- Study organizational effectiveness, productivity, and efficiency, including the nature of workplace supervision and leadership.
- Conduct research studies of physical work environments, organizational structures, communication systems, group interactions, morale, and motivation to assess organizational functioning.
- Counsel workers about job and career-related issues.
- Participate in mediation and dispute resolution.

Abilities

To pursue this career, you will need to display the following capacities:

- Oral Expression
- Oral Comprehension
- Written Comprehension
- Written Expression
- Deductive Reasoning
- Inductive Reasoning
- Problem Sensitivity
- Speech Clarity
- Speech Recognition
- Information Ordering
- Near Vision
- Originality
- Fluency of Ideas
- Category Flexibility
- Mathematical Reasoning
- Number Facility
- Selective Attention
- Perceptual Speed
- Flexibility of Closure
- Visualization



Knowledge

To pursue this career, it would be helpful to be well-versed in the following subject areas:

- Psychology
- Personnel and Human Resources
- English Language
- Education and Training
- Mathematics
- Customer and Personal Service
- Sociology and Anthropology
- Administration and Management
- Communications and Media
- Law and Government
- Clerical
- Computers and Electronics
- Therapy and Counseling
- Sales and Marketing
- Philosophy and Theology
- Economics and Accounting
- Transportation
- Public Safety and Security
- Production and Processing
- Geography

Skills

The following skills are considered essential to this job:

- Critical Thinking
- Active Listening
- Reading Comprehension
- Writing
- Speaking
- Judgment and Decision Making
- Complex Problem Solving
- Social Perceptiveness
- Systems Evaluation
- Systems Analysis
- Science
- Monitoring
- Management of Personnel Resource
- Time Management
- Mathematics
- Active Learning
- Coordination
- Learning Strategies
- Persuasion
- Operations Analysis



Activities

In this job, you will likely spend most of your time engaged in the following activities:

- Getting Information
- Provide Consultation and Advice to Others
- Interpreting the Meaning of Information for Others
- Establishing and Maintaining Interpersonal Relationships
- Making Decisions and Solving Problems
- Analyzing Data or Information
- Organizing, Planning, and Prioritizing Work
- Judging the Qualities of Things, Services, or People
- Interacting With Computers
- Communicating with Supervisors, Peers, or Subordinates
- Selling or Influencing Others
- Updating and Using Relevant Knowledge
- Communicating with Persons Outside Organization
- Processing Information
- Evaluating Information to Determine Compliance with Standards
- Developing and Building Teams
- Estimating the Quantifiable Characteristics of Products, Events,
- Identifying Objects, Actions, and Events
- Thinking Creatively
- Coordinating the Work and Activities of Others

Job Zone

All occupations are categorized into job zones, based on the level of preparation (experience, education, and training) that is required. There are five job zone categories, with job zone one indicating that little to no preparation is required, to job zone five, where extensive preparation is needed.

This occupation is categorized as Job Zone Five: Extensive Preparation Needed

Occupations in this job zone tend to require the following:

Experience

Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able to do their job.

Education

Most of these occupations require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree).

Training

Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.

Example

These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. Very advanced communication and organizational skills are required. Examples include librarians, lawyers, aerospace engineers, wildlife biologists, school psychologists, surgeons, treasurers, and controllers.



Legend:

Educational Levels

1. **Less than High School:** No schooling or just grade school or some high school courses.
2. **High School Diploma:** Or GED or High School Equivalence Certificate.
3. **Post-Secondary Certificate:** Awarded for training completed after high school (for example, in Personnel Services, Engineering-related Technologies, Vocational Home Economics, Construction Trades, Mechanics and Repairers, Precision Production Trades).
4. **Some College Courses:** Can consist of college preparatory courses or regular courses taken while attending college, but credits attained are not sufficient to get a degree.
5. **Associate's Degree:** An undergraduate degree awarded by a junior, community technical or bachelor's degree-granting college/university. Requires a completion of a two-year course of study.
6. **Bachelor's Degree:** An academic degree awarded for an undergraduate major or course. Requires a completion of a four-year course of study.
7. **Post-Baccalaureate Certificate:** Awarded for completion of an organized program of study; designed for people who have completed a Baccalaureate degree, but do not meet the requirements of academic degrees carrying the title of Master.
8. **Master's Degree:** An academic degree awarded to people who, in addition to achieving a bachelor's, have taken additional courses or completed a research study in a specific field or subject area. Requires an additional one to three years of study.
9. **Post-Master's Certificate:** Awarded for completion of an organized program of study; designed for people who have completed a Master's degree, but do not meet the requirements of academic degrees at the doctoral level.
10. **First Professional Degree:** Awarded for completion of a program that: requires at least 2 years of college work before entrance into the program, includes a total of at least 6 academic years of work to complete, and provides all remaining academic requirements to begin practice in a profession.
11. **Doctoral Degree:** An academic or professional degree awarded for the completion of advanced graduate study beyond a Master's degree. Requires an additional two to four years of study.
12. **Postdoctoral Training:** Consists of advanced academic research completed after doctoral studies. Generally done within five years of the completion of a Doctoral Degree in order to deepen a person's knowledge of a particular subject, hone skills, and publish academic papers.