

# Psychology PhD, Industrial and Organizational Psychology Emphasis

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**Effective Fall 2018, the Industrial Organizational Psychology program will no longer be accepting applications.**

## **Industrial/Organizational Psychology**

The Industrial/Organizational Psychology program is offered in cooperation with selected faculty from the College of Business to prepare students for careers in industry or academia. This program embraces the scientist-practitioner model and provides a balanced training in I/O. This emphasis provides "industrial" training in areas such as personnel selection, training, and test development/validation, as well as "organizational" training in areas such as work motivation, leadership, and group processes. Research and other training experiences in various settings are also incorporated.

## **Learning Outcomes for the Ph.D. in Industrial/Organizational Psychology:**

The Ph.D. in Industrial/Organizational (IO) Psychology has the following goals:

**Goal 1.** Students will gain a broad-based foundation of knowledge and conceptual skills necessary for applied psychological research and practice.

**Goal 2.** Students will develop the ability to evaluate and conduct methodologically sound research of potential benefit to the theory and practice of psychology.

**Goal 3.** Students will develop the ability to apply psychological principles that are theory-based and research-supported to individuals and groups in organizational settings.

**Goal 4.** Students will develop a firm basis for ethical decision-making in research and practice.

**Goal 5.** Students will display adaptability in their applications of research, assessment and practical psychological approaches to individuals and groups in organizational settings.