

What Is SIOP?

The Society for Industrial and Organizational Psychology (SIOP) is an international professional organization with an annual membership of more than 8,000 industrial-organizational (I-O) psychologists. SIOP's mission is to enhance human well-being and performance in organizational and work settings by promoting the science, practice, and teaching of I-O psychology. The Society provides a platform for scientists, academics, consultants, and practitioners to collaborate, implement, and evaluate cutting-edge solutions to workplace challenges.

SIOP Member Snapshot

- With an annual membership of more than 8,000 across the United States and the world, SIOP is a diverse group.
- SIOP members are experts, most of them possessing doctoral degrees.
- SIOP is Division 14 of the American Psychological Association and an organizational affiliate of the Association for Psychological Science.
- SIOP members have testified before Congress, written federal legislation, and have served as consultants and experts for numerous companies from small private firms to large multinational corporations.



Online Resources

More information about I-O psychology can be found on the SIOP website.

www.siop.org

On SIOP's website you will find information about the Society's annual conference and Leading Edge Consortium as well as an array of free resources, including webinars, white papers, continuing education credit listings, graduate training program information, job listings, a book store, and pages devoted specifically to student, professional, educator, and media needs.



Industrial and Organizational
Psychology:

**Science for a
Smarter Workplace**



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and Organizational Psychology
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A majority of our lives are spent working.

What happens at work can have a huge impact on people and the organizations for which they are employed. Industrial-organizational (I-O) psychologists use psychology to improve the workplace for both employees and employers.

What Is I-O Psychology?

I-O psychology is the scientific study of working and the application of that science to workplace issues facing individuals, organizations, and teams. It lies at the crossroads of business and psychology. Just as finance professionals advise organizations on how to maximize their financial capital, I-O psychologists teach organizations how to maximize their human capital.

I-O psychologists apply the scientific method to investigate issues of critical relevance to individuals, businesses, and society. Through these efforts, they advance the science of work, leading to smarter and more innovative evidence-based HR and organizational tools and solutions. I-O psychologists work toward—

Maximizing Employee Potential Through:

- **Testing:** test development, interpretation, and analysis, including tests of job knowledge, skills, reasoning, personality, and physical abilities; assessment centers; multimedia testing (Web-based, video, etc.).

- **Selection and Promotion:** recruiting, hiring, structured interviews, succession planning, performance appraisal/management.
- **Performance Evaluations/Assessments:** design of job performance measurement systems for feedback and performance improvement.
- **Training and Development:** computer-based learning; executive coaching, management development, mentoring, and leadership; competency modeling; team design and training; measuring effectiveness.
- **Employee Attitudes and Satisfaction:** involvement and empowerment; retention; job satisfaction; burnout, conflict, and stress; aging and retirement; gender issues; resignation and voluntary turnover.
- **Employee Motivation:** factors that motivate employees to perform effectively.
- **Compensation and Benefits:** pay, perks, rewards, and recognition.
- **Employee Behavior:** harassment, absenteeism, and discipline.

Maximizing Organizational Potential Through:

- **Change Management:** mergers and acquisitions, group processes, process reengineering, productivity and quality improvement, strategic planning.
- **Job Design and Evaluation**
- **Organizational Structure:** workforce planning; downsizing and rightsizing.
- **Cross-Cultural and Diversity Issues:** global, cross-cultural and diversity issues.
- **Impact of Technology in the Workplace**
- **Customer Service Issues**

- **Strategic Planning:** understanding and advising on how to use human capital to achieve organizational goals.
- **Workplace Health:** ergonomics, human factors, safety, stress, workplace violence.
- **Legal:** analysis of issues and expert testimony on EEO/AA, OSHA, and other issues; discrimination; jury decision processes.
- **Work-Life Programs:** flexible work arrangements, work-life balance, working parents, and telecommuting.

Job Titles of I-O Psychologists:

President, Vice President, Director, Staff Member, Manager, Principal, Consultant of:

Organizational Development; Organization Effectiveness; Talent Management; Management Development; Workforce Insights; Human Resources; Human Resources Research; Employee Relations; Training and Development; Leadership Development; Selection Systems; Evaluation and Assessment; Testing Programs; Leadership Research; Applied Behavioral Research; Optimization; Leadership, Learning, and Performance; Career Planning

Full, Associate, Assistant Professor of:

Industrial-Organizational Psychology, Industrial and Organizational Psychology, Organizational Psychology, Industrial Psychology, Work Psychology, (General) Psychology, Management, Organizational Behavior

Other titles include:

HR Practice Leader, Behavioral Analyst, Behavioral Scientist, Talent Management Specialist, Executive Coach, Leadership Coach, Employment Testing Professional, Testing Specialist, Assessment and Selection Specialist, Employment Law Expert, Research Analyst (I-O Psychology)

