

# Industrial and Organizational (I/O) Psychology Concentration B.S. Degree in Psychology



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## Frequently Asked Questions

### **What is the I/O concentration?**

This concentration focuses an undergraduate's Bachelor of Science (B.S.) degree on courses that involve the application of psychology to the workplace. I/O psychologists contribute to an organization's success by improving worker well-being. The I/O Psychology Concentration introduces students to the breadth of I/O Psychology as well as developing the critical reasoning skills that will be necessary to be successful in this field. To add the I/O Psychology concentration to your degree program, speak to your advisor ([cosm-advisors@wright.edu](mailto:cosm-advisors@wright.edu)).

### **What does the I/O Psychology concentration prepare me for?**

A solid background in I/O psychology and its disciplines will prepare you for more advanced studies in I/O Psychology, other areas of applied psychology, and business programs. Our course work, covering both managerial and human resources topics, will also prepare you well for working in business settings with your B.S. degree. The required and recommended courses for the concentration will also equip you with the analytic skills to evaluate and apply scientific data in an applied setting.

A few examples include:

- An I/O psychologist studies how behaviors and attitudes in an organization change through hiring practices, training, programs, and feedback systems.
- I/O psychologists are involved with developing online assessments of applicant skills and personality characteristics to find the job that best fits with those characteristics.
- A researcher trained in I/O Psychology may consult with legal counsel and clients to ensure that compliance with local, state, and national standards.
- Hiring professionals trained in I/O Psychology may help write industry and social media reports regarding equity, inclusion, and diversity initiatives within a company.

### **Should I go to graduate school?**

Graduate school attendance depends on one's career goal. In general, the higher the level of education, the higher the degree of responsibility has in one's job but also the greater degree of intellectual freedom. For example, the principal investigator of a research project at an organization or academic institution would typically have an advanced degree; a research assistant would not.

### **Besides the classes required for the B.S. degree and the I/O Psychology concentration (see next page), what other preparation will I need?**

- We recommend you seek out research experiences while you are an undergraduate student. Reach out to faculty members from whom you've taken classes to see if you could serve as a research assistant in their lab. You can earn Independent Research credit (PSY 4060) or even engage in an undergraduate Honors Research project (PSY 4070) with a faculty member. Faculty members' interests are listed on the Department's webpages: <https://science-math.wright.edu/psychology/faculty-and-staff-directory>
- We also encourage you to become active in professional organizations, including Psychology Club and Psi Chi, on WSU's campus.
- The Undergraduate Practicum is a course (PSY 4030) where a student does work in the community for course credit. To learn more about this program, see the Practicum webpage: <https://science-math.wright.edu/psychology/practicum-in-psychology>
- Faculty occasionally have reading groups during the year or over the summer, in conjunction with activities in their labs. Additionally, the Department holds a weekly Brown Bag seminar on Fridays where Department members or community associates present colloquia.
- For those planning to go to graduate school, do your research on how to prepare, including pre-requisite courses, standardized tests (e.g., GRE, MCAT, LSAT) in your field. Build up your verbal, quantitative, and analytical skills during your entire undergraduate period.

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## B.S. Degree in Psychology

### Required and Recommended Courses

*This list focuses on some of the requirements for the I/O Psychology Concentration. The Psychology B.S. degree checklist (available on Wings Express with your degree audit) should be used as your master checklist for those requirements. Courses below are required and recommended courses for the IO Psychology Concentration, but you are not limited to taking only these courses to satisfy your Psychology electives requirements. Please consult with a COSM advisor when planning your semesters ([cosm-advisors@wright.edu](mailto:cosm-advisors@wright.edu)) and use your degree audit (available on Wings Express) to stay up-to-date on your progress. A minimum grade of 3.2 in Psychology coursework is required to graduate with the concentration.*

#### **A. IO PSYCHOLOGY CONCENTRATION-REQUIRED COURSES**

**PSY 3040**, Industrial & Organizational Psychology  
(minimum grade of C)

**PSY 3070**, Tests and Measures

**PSY 3010**, Research Methods I

**PSY 3020**, Research Methods II

**PSY 4020**, Advanced Topics in Research Methods

#### **B. IO PSYCHOLOGY RECOMMENDED PSYCHOLOGY CORE CLASSES**

**PSY 3210**, Cognition and Learning

**PSY 3310**, Personality Psychology

**PSY 3510**, Social Psychology

**Additional PSY Core Classes to fulfill B.S. degree requirements**

#### **C. IO PSYCHOLOGY CONCENTRATION CAPSTONE COURSES:** (Select **two** from this list.)

**PSY 4330**, Personality Psychology Capstone

**PSY 4400**, I/O Psychology Capstone

#### **D. IO PSYCHOLOGY CONCENTRATION ADVANCED RESEARCH METHODS** (Complete **one**.)

**PSY 3330**, Personality Research Methods

**PSY 3530**, Social Psychology Methods

#### **E. IO PSYCHOLOGY CONCENTRATION RECOMMENDED ELECTIVES**

**PSY 2430**, Issues in Aging

**PSY 2510**, Stereotyping & Prejudice

**PSY 2540**, Psychology of Disabilities

**PSY 3090**, Health Psychology

#### **F. ADDITIONAL ELECTIVES TO CONSIDER**

*Consider taking an Independent Reading or Independent Research course, entering the Honors Program<sup>a</sup>, or participating in a Practicum.*

**PSY 2020**, Careers in Psychology

**PSY 4030**, Practicum in Applied Psychology (in relevant areas)

**PSY 4040**, Independent Reading<sup>b</sup>

**PSY 4050**, Honors Seminar<sup>a</sup>

**PSY 4060**, Independent Research<sup>b</sup>

**PSY 4070**, Honors Research Project<sup>a</sup>

<sup>a</sup> Information about the Honors Program can be obtained from the Department of Psychology Office in 335 Fawcett.

<sup>b</sup> To participate in Independent Readings or Independent Research, directly contact the faculty member with whom you are interested in working.