What is I/O Psychology?
Industrial and Organizational (I/O) psychologists contribute to an organization's success by improving the performance and well-being of its people. An I/O psychologist researchers and identifies how work-related behaviors and attitudes can be improved through hiring practices, training programs, and feedback systems. Applying psychology to help individuals have more satisfying work lives is a fulfilling vocation. Some of the business strategies that I/O psychologists assist with include:

- Recruit, hire, and retain the most qualified employees
- Develop fair, legal, and efficient hiring practices
- Design and implement new training programs
- Increase diversity in the workforce
- Develop performance management systems
- Minimize absenteeism
- Eliminate harassment and discrimination
- Increase motivation and enhance work-life balance

www.siop.org/visibilitybrochure/studentbrochure.aspx

Employment Opportunities

Employment opportunities for I/O psychologists include both public and private sector jobs in areas such as:

- Personnel research
- Wage and salary administration
- Human resource development
- Statistics
- Personnel management
- Job analysis
- Selection and placement
- Training and development
- Organizational development
- Performance evaluation

Coursework

Required Courses – 30 Hours
PSYC 6327: Methods in Human Measurement (3)
PSYC 6343: Psychology of Organizational Behavior (3)
PSYC 6420: Issues in Personnel Selection (3)
PSYC 6430: Statistics & Research Design I (3)
PSYC 6445: Ethics & Professional Practice (3)
PSYC 6522: Special Topics in I/O Psychology(3)
PSYC 6970: Internship in I/O Psychology (3)
PSYC 7900: Thesis (6)
PSYC 7431: Advanced Research Design II (3)

Electives – 15 Hours (6 hours must be in psychology)
MGMT 6102: Comparative Management (3)
MGMT 6105: Organizational Behavior (3)
MGMT 6672: Human Resources (3)
PSYC 6241: Social Psychology (3)
PSYC 6243: Employee Motivation & Leadership (3)
PSYC 6418: Cognitive Psychology (3)
PSYC 7433: Multivariate Statistical Analysis (3)
PSYC 7504: Occupational Health Psychology (3)
PSYC 7506: Counterproductive Work Behavior (3)

Program Total – 45 hours

Financial Support

Research assistantships are generally available for current students. A letter accompanying the application materials indicating the desire and basis for needing financial assistance is considered an application for an assistantship.

Most full-time graduate students have research assistants for at least part of their time here. Besides providing financial assistance, assistantships also offer the opportunity for students to improve their communication and research skills.

Internship and Thesis

Internship

- Internships provide students with an opportunity to apply skills learned through coursework and to acquire new skills in an organizational setting.
- Placement occur during the summer following the first year of coursework.
- Typically, interns are placed on the organization’s payroll.
- Relocation is sometimes necessary for the summer internship.

Thesis

- The master’s thesis is a professional research paper and an example of the student’s research skills and ability to write an organized report. The student will defend the completed thesis at an oral examination conducted by members of the thesis committee.
- The student will usually find it advantageous to select a topical area in which a faculty member in the program has substantial research expertise.

ECU I/O Psychology Faculty

Shahnaz Aziz, Ph.D.
Associate Professor & I/O Program Director
Research Interests:
- Workaholism
- Work-life balance
- Work stress
- Job attitudes

Jennifer Bowler, Ph.D.
Assistant Professor
Research Interests:
- Implicit measures of personality
- Compulsive and counterproductive work behavior
- Employee creativity
- Executive coaching

John G. Cope, Ph.D.
Professor
Research Interests:
- Theories of generalization
- Attitudes towards animals
- Developmental psychopathology
- Forensic psychology
- Statistics

Lisa Baranik, Ph.D.
Assistant Professor
Research Interests:
- mentoring
- Emotions
- Motivation
- Occupational health

Mark Bowler, Ph.D.
Associate Professor
Research Interests:
- Counterproductive work behavior
- Leadership development
- Personality
- Workplace aggression

John G. Cope, Ph.D.
Professor
Research Interests:
- Theories of generalization
- Attitudes towards animals
- Developmental psychopathology
- Forensic psychology
- Statistics

Alex Schoemann, Ph.D.
Assistant Professor
Research Interests:
- Structural equation modeling
- Multilevel modeling
- Analysis of experimental designs
- Intergroup relations

Application and Admission

Admission to the I/O program is contingent upon meeting all requirements of the ECU Graduate School and being recommended by a committee of the Department of Psychology.

Application materials can be downloaded online at www.ecu.edu/cs-cas-psyc/I/O-Apps.cfm. Note that the ECU Department of Psychology Supplemental Application is a required portion of your application.

A combination of GRE scores, grade point average, references, and other supplemental materials is used in making recommendations for admission.

All application materials should be submitted by March 15th. Interviews are occasionally requested.

For course sequencing, it is recommended that students begin graduate work in the fall semester.

Interested in I/O?

If you are interested in applying to the I/O Psychology program at East Carolina University, please contact:

Dr. Shahnaz Aziz
Department of Psychology
224 Rawl Building
Mail Stop 565
East Carolina University
Greenville, NC 27834-4353
Phone: (252) 328-3779
E-mail: azizs@ecu.edu

More information about the application process can be found on the Department of Psychology website: www.ecu.edu/psych

The Society for Industrial and Organizational Psychology is also an excellent source of information regarding other I/O Psychology programs and general information related to the field:

www.siop.org

2nd Year Students

ECU I/O Graduate Students

1st Year Students