

# Psychology: MA, PhD

## Industrial-Organizational Psychology

Industrial-Organizational (I-O) Psychology is the study of how people think, feel and behave at work. More specifically, I-O psychologists are interested in such topics as: recruitment and selection systems, motivation, employee development, teams, performance management and reward systems, fair workplace practices, leadership, and employee well-being.

[uoguelph.ca/psychology](http://uoguelph.ca/psychology)

The I-O Psychology field at the University of Guelph was developed based on the graduate training recommendations of the Society for Industrial and Organizational Psychology (SIOP) and the Canadian equivalent (CSIOP). The field is unique in Canada because of our balanced approach to graduate education – we highly value both the research and practice in our field and recognize their interrelated role in the profession.

### ADMISSION REQUIREMENTS

Prior to applying to the I-O Psychology graduate field you will need to complete an Honours Psychology Degree and write the General GRE (Graduate Records Exam). The GRE Subject test (Psychology GRE) is recommended. Because of the research-intensive nature of our program we are most interested in students with a strong background in research methods and statistics. The I-O Psychology MA and PhD field at Guelph form an integrated graduate degree; consequently, only students interested in completing both the MA and PhD are encouraged to apply.

#### Application Deadline:

December 1

Entry: Fall



### RESEARCH INTENSIVE:

Graduate students develop the skills they need to conduct top quality research by working closely with faculty, who have a variety of active research programs, and by completing an integrated series of courses. Our faculty are leading-edge scholars conducting exciting basic and applied research and our graduate students have a strong record of winning research and thesis awards. In short, our faculty and graduates are working to extend our understanding of psychological phenomena in the workplace and to use this knowledge to improve productivity and the quality of life at work.

**To discuss the Industrial-Organizational Psychology Field, contact:**

Dr. Jinder Gill  
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### ARE YOU INTERESTED IN:

- Employee stress and well-being
- Inequality in organizations
- Trust across individuals and in teams
- Understanding interview anxiety
- Exploring how organizations manage job performance
- Assessing selection systems for organizations

### CAREER OPPORTUNITIES:

- Academic or non-academic
- Management consulting
- Human resources
- Applied research

### CONTACT INFORMATION

#### Graduate Program Coordinator:

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#### Graduate Program Assistant:

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