Chapter 1

Historical Background to Industrial/Organizational Psychology

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General Information

Industrial/Organizational Psychology

- APA founded in 1892 - now has 53 divisions
- I/O represented by Division 14 (SIOP)
- Approx. 4% of Psychologists work in I/O
- I/O –related organizations
  - Society for Industrial / Organizational Psych
    - for APA or APS members only
  - Society for Human Resource Management (SHRM)
    - Link to UWF Student chapter

What is I/O Psychology?

- Guion (1965) - "The scientific study of the relationship between man and the world at work: the study of the adjustment people make to the places they go, the people they meet, and the things they do in the process of making a living."

- Blum & Naylor (1968) - "The application or extension of Psychological principles to the problems concerning human beings operating within the context of business and industry."
Where Do I/O Psychologists Work?

- Universities 35%
- Consulting Firms 39%
- Industry 20%
- Government 6%

Areas within I/O Psychology

- Personnel Psychology
- Organizational Behavior
- Ergonomics/Human Factors
- Vocational/Career Counseling
- Organizational Development
- Industrial Relations

Licensure

Should I/O Psychologists Be Licensed?

Requirements:
- Doctoral degree from accredited university
- 2 yrs supervised practice with licensed psychologist
- Pass comprehensive exam

Certification laws – title “Psychologist”
Licensing laws – title and practice of Psych

(link to Florida Licensing Statute)
History of I/O Psychology

• Wilhelm Wundt (1879) –

• Bryan & Harter (1897) –

History of I/O Psychology

• Frank & Lillian Gilbreth

• Walter Dill Scott (1911) –

• Frederick Taylor (1911) –

History of I/O Psychology continued

Taylor’s 4 principles of Scientific Management
History of I/O Psychology continued

• **Hugo Münsterberg** (1913) –

• **World War I** (1914 – 1918) –

• **Journal of Applied Psychology** (1917) –


History of I/O Psychology continued

• **James Cattell** (1921) –

• **Hawthorne Studies** (1924) –

• **World War II** (1941 – 1946) –
  – Army General Classification Test (AGCT)
  – Armed Services Vocational Aptitude Battery (ASVAB)

• **Post-WWII** –


History of I/O Psychology continued

• **Civil Rights Movement** (1960’s) –

• **Title VII of Civil Rights Act** (1964) –

• **Supreme Court** (1971) – Griggs v. Duke Power
### Future of I/O Psychology

- What skills will workers need?
- Workplace diversity

**Employment opps for I/O psychologists (1994 stats)**
- With master’s degree – avg salary $71k
- With Ph.D. – avg salary $94k