

## Name

### **Industrial-Organizational Psychology; Department of Psychology; University of Calgary**

#### **Overview**

I-O Psychology is an applied area with the broad objectives of creating both high performance organizations and employee well-being. We aspire to build one of the most effective I-O programs in North America, based on the scientist-practitioner model. We strive to “go above and beyond the call” in the quality of our research and practice. Our goal is to train Ph.D. level scientists equipped for both academic and applied work. We expect to develop scientists first, and we are of the view that any "real-world" experience must be based on a rigorous academic program so that the students can utilize the scientific method in their applied experiences.

#### **Faculty**

<b>NAME</b>	<b>RESEARCH INTERESTS</b>	<b>COURSES TEACHING</b>
Derek Chapman	Recruitment, Selection, Person-Environment Fit, Applicant Reaction to Selection Processes, Organizational Culture and Image, Technology Use in Selection	Undergraduate: Personnel Psychology, Organizational Psychology Graduate: Advanced I-O Psychology, Recruitment, Personnel Selection, Individual Assessment
Theresa Kline	Psychometrics, Teams, Leadership	Undergraduate: Personnel Psychology, Organizational Psychology, Psychometrics Graduate: Organization Theory, Psychometrics, Multivariate Statistics
Kibeom Lee	Personality, Organizational Politics, Impression Management at Work	Undergraduate: Personnel Psychology, Organizational Psychology, Personality, Tests and Individual Differences Graduate: Personality in Organizations, Workplace Attitudes and Motivation
Thomas O’Neill	Teams, Personality, Performance Appraisal	Undergraduate: Personnel Psychology, Organizational Psychology Graduate: Performance Appraisal, Team Performance, Multivariate Statistics

## CORE COMPETENCIES

<b>Competency</b>	<b>Course</b>	<b>Comments</b>
Ethical, Legal, and Professional Issues in I-O Psychology	Formal Course (Psyc 639)	
Organizational Theory	Formal Course (Psyc 739.03)	
Work Motivation Theory	Formal Course (Psyc 739.14)	
Statistical Methods/Data Analysis	Formal Courses (Psyc 615, 617)	
Research Methods		Throughout all content courses by analysis of primary research. Conducting Thesis, Dissertation and additional research projects (pure and applied)
Personnel Selection, Placement, and Classification	Formal Course (Psyc 739.09)	
Performance Appraisal/Feedback	Formal Course (Psyc 739.17)	
Measurement of Individual Differences	Formal Course (Psyc 739.06)	
Organizational Development Theory	Formal Course (Psyc 739.03)	
Job and Task Analysis	Formal Course (Psyc 639)	
Criterion Development Theory	Formal Course (Psyc 639, 739.09)	

## Complementary Areas:

Competency	Course	Comments
Individual Assessment	Formal Course (739.16)	
Training Theory, Program Design and Evaluation		Obtained through pure/applied research projects if students are interested.
Attitude Theory	Formal Course (739.14)	
Career Development Theory	Formal Course (739.11)	Covered somewhat in the seminar on Recruiting, Also, students can take courses in the Applied Psychology unit (APsy 631, 632).
Human Performance/Human Factors/Ergonomics	Formal course (Psyc 637)	

## Second Areas:

AREA	Course	Comment
Small group theory and process	Formal Course (738.02)	
Decision Theory	Formal Course (Psyc 739.03)	
Program Evaluation		Obtained tangentially through methodological or statistical courses, and through pure/applied research projects if students are interested.
Consumer Behavior		Not covered.
Fields of Psychology	Formal Course (Psyc 639)	
History and Systems of Psychology	Formal Course (Psyc 739.03)	

Source: Kline, T. J. B. (1996). Defining the field of Industrial-Organizational psychology. *Canadian Psychology*, 37(4), 205-209.