

Department of Psychology, The University of Western Ontario

Overview

Industrial and Organizational (I/O) Psychology is a scientific field in which psychological principles are applied to the workplace. At *The University of Western Ontario*, we train students according to the tenets of the scientist-practitioner model. Our goal is to provide world-class training in research based on scientific principles and their resulting practical applications for organizational success and employee well-being. The I/O Psychology faculty at *The University of Western Ontario* are leading researchers in broad areas including personnel selection, leadership, workplace attitudes, teamwork, and job performance measurement.

Overall, our program is renowned for its strong focus on, and record of excellence in, research, but we also provide opportunities for exposure to the practice of I/O Psychology. Our program encourages research collaborations among students and faculty, and these often result in publications in top-tier journals. We also facilitate opportunities for applied experience through our Research Unit for Work and Productivity. Our goal is to provide graduate students with the education they need to succeed in the challenging and competitive field of I/O psychology.

Faculty

NAME	RESEARCH INTERESTS	COURSES TEACHING
Natalie Allen	Psychology of teams (esp., team composition; diversity / dissimilarity; shared mental models) Methodological issues in team research (e.g., assessment of emergence; handling missing data; measurement of SMMs)	Work Groups & Teams; Work Attitudes & Behaviour; Doctoral Seminar in I/O (Grad; topic varies)
Richard Goffin	Personnel selection, Job performance measurement and management; Personality assessment; Research methods including structural equation modeling	Performance appraisal and criterion measurement; Job analysis, recruitment and selection; Research in personality assessment
Joan Finegan	How values influence ethical decisions in business and reactions to workplace injustice; Job empowerment	
John Meyer	Work attitudes; Work motivation; Leadership; Organizational	Motivation and Leadership; Work Attitudes and Behaviour;

	change; Cross-cultural issues in work attitudes and behaviour	Research Methods in I/O Psychology; Doctoral Seminar in I/O Psychology (e.g., Organizational Change; Cross-cultural Issues in Motivation and Leadership)
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CORE COMPETENCIES

Competency	Course	Comments
Ethical, Legal, and Professional Issues in I-O Psychology		These issues are addressed as appropriate in our substantive courses and most notably in the context of practicum projects undertaken by our MSc. and PhD students; Ethical issues are also addressed through readings include on our PhD comprehensive examination reading list
Organizational Theory		Addressed through readings include on our PhD comprehensive examination reading list; Some students also elect to take relevant courses offered in the Ivey School of Business.
Work Motivation Theory	Dedicated course on Work Motivation and Leadership offered on a rotating schedule.	Comprehensive examination reading list.
Statistical Methods Data Analysis	Full year course required of all incoming MSc. students in Psychology; Advanced statistics courses also offered on a regular basis.	
Research Methods	Dedicated course on Research Methods in I/O Psychology offered on a rotating schedule.	Comprehensive examination reading list.
Personnel Selection, Placement, and Classification	Dedicated course on Job Analysis, Recruitment and Selection offered on a rotating schedule.	Comprehensive examination reading list.
Performance Appraisal/Feedback	Dedicated course on Performance Appraisal and Criterion Measurement offered on a rotating schedule.	Comprehensive examination reading list.
Measurement of	Dedicated course on Research in	Comprehensive examination

Individual Differences	Personality Assessment; Related courses also offered by faculty in our Measurement area	reading list.
Organizational Development Theory		Addressed through readings include on our PhD comprehensive examination reading list
Job and Task Analysis	Dedicated course on Job Analysis, Recruitment and Selection offered on a rotating schedule.	Comprehensive examination reading list.
Criterion Development Theory	Dedicated course on Performance Appraisal and Criterion Measurement offered on a rotating schedule.	Comprehensive examination reading list.

Complementary Areas

Competency	Course	Comments
Individual Assessment		Course available by request to faculty in our Clinical area.
Training Theory, Program Design and Evaluation		Addressed through readings include on our PhD comprehensive examination reading list
Attitude Theory	Dedicated course on Work Attitudes and Behaviour offered on a rotating schedule; Related courses are offered by faculty in our Social Psychology area.	
Career Development Theory		
Human Performance/Human Factors/Ergonomics		

Second Areas

AREA	Course	Comment
Small group theory and process	Dedicated course on Work Groups and Teams offered on a rotating schedule; Related courses are offered by faculty in our Social Psychology area; Related courses offered by faculty in our Social Psychology area.	

Decision Theory		
Program Evaluation		
Consumer Behavior		
Fields of Psychology		
History and Systems of Psychology		

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