

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. The I-O Psychology program 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 program 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. This approach to education ensures that students value the program at Guelph. Indeed, we were ranked second in graduate student ratings of North American I-O programs published by the Society for Industrial and Organizational Psychology (SIOP, www.siop.org). Our PhD graduates are able to obtain careers as academics in a university setting or as consultants in a wide range of private and public sector organizations. As well, the University of Guelph is the only Canadian partner in the ERASMUS MUNDUS - Masters in Work, Organizational, and Personnel Psychology program (www.uv.es/erasmuswop/). This program allows for the exchange of MA and PhD students, as well as faculty, between partner universities (e.g., from France, Italy, Portugal, and Spain).

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.

Practical Application

Through a consulting course graduate students will learn applied skills such as the ability to present technical information in business terms, manage client relationships and lead projects. In the past, students have been involved in projects such as job analysis, structured employment interviewing, employee selection, and attitude surveys. The consulting course places a strong emphasis on applying I-O theories to business.

Admission Requirements

Prior to applying to the I-O Psychology graduate program you will need to complete an Honours Psychology Degree and write both the General GRE (Graduate Records Exam) and Psychology GRE. 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 program at Guelph form an integrated graduate degree; consequently, only students interested in completing both the MA and PhD are encouraged to apply.



Faculty Members

Harjinder Gill
gillh@uoguelph.ca

M. Gloria Gonzalez-Morales
mggonzal@uoguelph.ca

Peter Hausdorff
pHausdorff@uoguelph.ca

Deborah Powell
dpowell@uoguelph.ca

Leanne Son Hing
sonhing@uoguelph.ca

Jeffrey Spence
spencejr@uoguelph.ca

David Stanley
dstanley@uoguelph.ca

To discuss the Industrial
Organizational program, contact:

Dr. Harjinder Gill
gillh@uoguelph.ca

CONTACT INFORMATION:

Graduate Coordinator:

Mark Fenske
519-824-4120 ext. 56411
mfenske@uoguelph.ca

Graduate Secretary:

Robin Fraser
519-824-4120 ext. 53508
robinfra@uoguelph.ca