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## SHU Launches New Masters in Industrial Organizational Psychology

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Sacred Heart University is set to launch a new [master's program in industrial-organizational \(I/O\) psychology](#) next fall.

Students will learn how to help workplaces across all industries increase efficiency and employee satisfaction using psychological principles. Program director and assistant lecturer [Mary E. Ignagni](#) said interest in the field is growing and the program—once offered as a track—will now be a full-fledged degree taught by experienced faculty.

Ignagni said there are misconceptions about I/O psychology, including the thought that it's only for big businesses. That's not the case. "Any type of organization that has employees can benefit, from a nonprofit to a for-profit business," Ignagni said. "The psychologists are there to make the organization function better for its people."

Industrial-organizational psychologists can help a business in a number of ways, such as ensuring employee satisfaction. For example, they determine if an employee's skills match up to the job and, if that's not the case, they find the right position for that employee within the workplace or ensure the employee receives training to do the job effectively.

"Industrial-organizational psychologists bring a lot to the table," Ignagni said. "We work with human resources to ensure processes are done fairly, and we use research and statistics to show how things should be done."

The program's primary goals are to apply a broad range of interdisciplinary and multidisciplinary knowledge and skills to prepare students for working in a multicultural and global society, as well as integrate and apply the knowledge, skills and ethics of the I/O psychology profession. Students also will have opportunities to engage in evidence-based

research studies. The program is designed for those who recently graduated and working professionals and will take one year to complete.

There is a growing need for these professionals, because if people aren't satisfied at their job they're going to leave, Ignagni said. Employers would rather retrain existing employees than hire new ones. "It's cheaper to keep than to hire," Ignagni said. "Plus, it looks good. People will tell others about their organization and how they are satisfied there."

"The master's in I/O will be a mix of the scientist/practitioner paradigm, which is fundamental to the field," Ignagni said "This will prepare our students to either enter or move forward within in the field, the occupational outlook of which is looking good. Projected growth is expected to be 5 to 9 percent through 2026, based on U.S. Bureau Labor Statistics."

To learn more about the program,

visit: <https://www.sacredheart.edu/academics/collegeofartssciences/academicprograms/psychology/mastersinindustrialorganizationalpsychology/>