

The Profession

“Industrial-organisational (I-O) psychology is the scientific study of the workplace. Rigor and methods of psychology are applied to issues of critical relevance to business, including talent management, coaching, assessment, selection, training, organizational development, performance, and work-life balance”. (SIOPSA)

In essence, I-O Psychologists focus on optimising the quality of the work-life experience for people so that they, in turn, can maximise their well-being, realise their potential and enhance their performance within the context that they are employed.

I-O Psychology lies at the crossroads between business and psychology, and incorporates:

- Assessments
- Selection and promotion
- Training and development
- Understanding and improving employee attitudes and motivation.
- Managing change in organisations
- Assisting with strategic planning
- Conducting culture and climate surveys
- Job design and evaluation
- Facilitating cross-cultural awareness and understanding of interpersonal diversity
- Workplace health and work-life programmes
- Ongoing research

Career Options for Students

I-O psychology provides opportunities for entry into a wide variety of people-orientated careers in corporate, consulting and academic environments.

Some of these opportunities include:

- Organisational development consulting
- Management/leadership development
- Staff training and development
- Employee and industrial relations
- Private research
- The provision of assessment services to organisations
- Coaching
- Trauma counselling
- Talent management

Studying I-O Psychology

Most South African universities have sought after I-O Psychology departments within the Psychology, Business and Commerce or Human Resources faculties.

For more information on where and what to study, you can contact any of the universities in South Africa to see which courses they offer, and the content or structure of their courses.



**SOCIETY FOR INDUSTRIAL &
ORGANISATIONAL PSYCHOLOGY OF SA**

*Connecting
Professionals
Advancing
The Profession*



About SIOPSA

We are a member-based, non-profit, organisation established to enhance the Industrial and Organisational Psychology profession in South Africa. The Society for Industrial Psychology (SIP) was initially a Division of PASA (the Psychological Association of South Africa). However, in 1994 PASA was dissolved as a result of the association's lacking representivity in the new South Africa. A new inclusive society was then formed under the leadership of Theo Veldsman and given the name "SIOPSA" in order to contextualise the society in South Africa and to include the word 'organisational' (a more modern moniker than the previous "industrial"). The then-SIOPSA fell under PsySSA (the Psychological Society of South Africa). A subsequent dispute between SIOPSA and PsySSA resulted in members deciding, in 2005, to disassociate from PsySSA and to act as an independent body. Hence, SIOPSA, in its current iteration, was formed.

We represent our members internationally with various organisations including: the Society for Industrial & Organisational Psychology in America (SIOPA); the European Association of Work and Organizational Psychology (EAWOP); the Australian Psychological Society (APS); and the British Psychological Society (BPS). We also represent our members locally with organisations such as: The Professional Board for Psychology (a division of the HPCSA); COMENSA (Coaches and Mentors of South Africa); and various others.

SIOPSA engages the services of a number of members and we have one full-time staff member who manages the SIOPSA office (collectively, these individuals constitute the SIOPSA Executive Committee). We also have various local branches (staffed by member volunteers) who stage relevant local events and who are engaged with member issues on a local level.

SIOPSA also incorporates various special-interest groups and committees, including:

- The Consulting Psychology Interest Group
- People Assessment in Industry
- The Future Fit Process
- SIOPSA Ethics Committee

What we strive for

We strive to provide our members with continual professional learning, networking and development opportunities.

We also represent members in various forums and offer practical assistance in various ways.

In short, we strive to

- Understand the needs of I-O psychologists in SA
- Enhance the standing and credibility of the profession and to promote public awareness
- Encourage research related to the science, practice and teaching of I-O psychology.
- Provide bursaries to deserving individuals.
- Maintain excellence in training and development.
- Foster close contact with consumers of professional services.
- Provide good-practice guidelines.
- Define, monitor, promote and adhere to the legal and ethical requirements of the profession.
- Liaise with national and international bodies to maximise best-practice work standards in South Africa.
- Give members opportunities to earn CEU's.
- Play an active role in social upliftment in South Africa.

As a member, you get:

The benefits you're entitled to as a SIOPSA member include:

- Reasonable memberships rates
- Access to Good-Practice guidelines
- A wealth of opportunities to earn CEUs through various events.
- Preferential rates and access to the SIOPSA eCPD programme
- Conference and branch events at preferential rates
- Networking opportunities with like-minded professionals
- Representation of your professional interests locally and internationally
- Professional support and guidance
- Access to a dedicated Ethics Hotline
- Newsletters and updates



For more information about the I-O psychology profession or SIOPSA log on to: www.SIOPSA.org.za

Alternatively, contact the administrative office on:

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