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The development of industrial/organizational psychology within the United States is a slow-moving process. The earliest history of this development occurs between the years 1900 -1929. Spawning this early development among I/O psychology is the birth of the APA in 1892. Sharing credit for the creation of industrial/organizational psychology is Walter Dill Scott along with Hugo Munsterberg. The first doctorate within the field is awarded to Bruce V. Moore in 1921. By 1920, only 50 practicing I/O psychologists exist. Many of these individuals are hired among academia, yet in time receive employment outside of academia within private industry, government, consulting organizations, and the military. Many other developments take place during this time contributing to modern I/O psychology as it is known today.

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