The historical development of Industrial-Organizational (I-O) psychology can be traced back to the early 20th century, marked by significant contributions from pioneering psychologists. Notably, James Cattell, Hugo Münsterberg, and Walter Dill Scott, who were students of Wilhelm Wundt, played foundational roles in establishing the field (Smith, 2021). Cattell's establishment of the Psychological Corporation and Münsterberg's publication of "Psychology and Industrial Efficiency" in 1913 were pivotal events that advanced the application of psychological principles to workplace issues. Scott's innovative work in advertising and management further exemplified the potential of psychology in enhancing business practices. These early efforts laid the groundwork for I-O psychology, which continued to evolve through the 20th century, adapting to cultural and organizational changes and becoming integral to understanding and improving workplace dynamics.