

# MASTER OF SCIENCE IN INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

Program Coordinator: Chris Wright

The SF State Master of Science in Industrial Organizational Psychology (I/O) has been in existence since the early 1960s. The program is a two-year course of study requiring 37 graduate-level units of coursework, 300 hours in an applied internship, and a culminating experience. The program is firmly grounded in the scientist/practitioner model and provides an educational foundation for students who plan to do professional work in the field or continue their education in I/O. The primary emphasis in the I/O graduate program has been placed on the theoretical and empirical foundations of psychology. Although I/O psychology is clearly an applied discipline, our faculty believe that the most valuable educational experience is one in which skills and knowledge are developed through an understanding of basic concepts, methods, and research in the field of I/O psychology. The program attracts applicants from throughout the country and abroad. Currently, 80% of our students admitted to the program majored in psychology as an undergraduate. Applicants often have experience with psychology research, working in human resources, and/or organizational consulting. Typically, 9-12 new students enroll each academic year. Because it is a two-year program, this means that there are usually 18-24 active I/O graduate students at any given time.

Students complete 37 graduate-level units across the two years. In year one, the workload primarily involves coursework within seminar courses. In year two, the workload primarily involves supervised work within an internship, independent study, and research. Students must take at least two electives to complete the necessary units for the program. The electives can be taken during either year of the program. A wide variety of elective courses are available, subject to approval by the I/O faculty. Particular student interests and career goals are considered in selecting the elective courses. Electives most commonly taken include courses in other areas of psychology (e.g., social, developmental, statistics), the Lan Family College of Business, and supervised research within a faculty research lab (PSY 799 or PSY 899).

## Graduate Programs in Psychology

Application to a graduate program is completed through the Cal State Apply (<https://www2.calstate.edu/apply/>) application process.

The graduate admission application must be submitted by the deadline to be considered for admission. The department accepts applications for the fall semester only, with a deadline of February 1st. The Master in Science programs generally require an interview during the admissions process.

Some of the Psychology graduate programs require applicants to submit the results of the Graduate Record Examination – verbal, quantitative, and writing sections. Applicants should check the current application of the program they are applying for requirements.

Students who intend to work toward the M.A. or the M.S. in Psychology must meet the prerequisites outlined within each concentration. Required

undergraduate coursework that an applicant may not have completed can be rectified as the graduate advisor deems fit without being included as units toward completion of the master's degree

To advance to candidacy (graduation), graduate students must meet all the general requirements for the specific program in which they are involved.

## Written English Proficiency Requirement

Graduate students pursuing a Master of Science in Industrial Organizational Psychology must meet both of the following proficiencies to advance to candidacy (graduation):

Level 1 - A score of 4.0 or better on the GRE Analytical Writing Test or equivalent.

Level 2 - Satisfactory completion of the Comprehensive Written Examination (PSY 896 or PSY 896EXM [0 units]) or PSY 898 Master's Thesis.

## Prerequisites

Applicants to the Master of Science in Industrial Organizational Psychology must have:

- Completed an undergraduate course in intermediate statistics.
- Completed 15 units of Psychology coursework.

## Program Learning Outcomes

Upon completion of the Master of Science in Industrial Organizational Psychology the student will be able to:

- Conduct a review of scientific research and identify applications of theories related to:
  - employee selection
  - performance appraisal
  - training and development
  - worker motivation and attitudes
  - teamwork and leadership in organizations
- Conduct a:
  - job/task analysis
  - selection decision
  - training needs assessment
  - survey assessment within an organization
- Apply legal and ethical guidelines to workplace problems.

## Industrial/Organizational Psychology (M.S.) - 37 units

### Data Collection and Analysis (7 units)

Code	Title	Units
PSY 770	Research Methods and Techniques	3
PSY 772	Applications of Multiple Regression to Psychological Research	4

### Core Industrial/Organizational (21 units)

Code	Title	Units
PSY 760	Seminar in Organizational Psychology	3
PSY 761	Industrial and Organizational Psychology	3
PSY 762	Seminar in Industrial Psychology	3

PSY 765	Industrial Training Program Development	3
PSY 766	Psychological Foundations of Organizational Change	3
PSY 768	Seminar to Accompany Field Experience in Industrial/Organizational Psychology	3
PSY 769	Field Experience in Industrial/Organizational Psychology	3

### Electives (6 units)

Selected with the approval of an advisor. Examples include:

Code	Title	Units
COUN 720	Career Counseling	3
CSC 869	Data Mining	3
CSC 890	Graduate Seminar	3
DS 776	Data Analysis for Managers	3
LABR/ANTH 525	Diversity in the Workplace	3
MGMT 640	Managing Diversity in the Workplace	3
MGMT 656	Seminar in Managing Teams	3
MGMT 788	Management Principles and Organizational Behavior	3
PSY 740	Seminar in Social Psychology	3
PSY 742	Seminar in Survey Research	3
PSY 771	Analysis of Variance and Experimental Design	4
PSY 799	Supervised Selected Research	2-6
PSY 899	Independent Study	1-3

### Culminating Experience (3 units)

Select one:

Code	Title	Units
PSY 896 & 896EXM	Directed Reading and Culminating Experience Examination	3
PSY 898	Master's Thesis	3