

# Master of Science with a Concentration in Industrial/Organizational Psychology

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## I/O Psychology Overview

The Industrial/Organizational Psychology graduate program provides students with a rigorous foundation in psychological principles and research methodologies applied to workplace settings. The goal of our program is to develop the expertise necessary for enhancing organizational effectiveness, improving employee well-being, and optimizing human capital strategies across various industries.

## Selected Educational Outcomes

Graduates of the Industrial/Organizational Psychology program will develop a strong foundation in psychological theories, research methodologies, and applied practices related to workplace behavior. Upon completing the program, students will be equipped with the following competencies:

• Students will demonstrate ethical and professional standards.

- Students will demonstrate psychological and organizational knowledge
- Understand and apply psychological theories to workplace environments
- Analyze how individual, group, and organizational factors influence work behavior.
- Students will demonstrate research and analytical skills.
- Design and conduct empirical research to address workplace challenges.
- Use statistical and psychometric tools to analyze organizational data.
- Critically evaluate research literature and apply evidence-based practices in business settings.
- Students will demonstrate skills in human resource application development.
- Design employee selection and assessment tools.
- Design training programs to enhance workforce development and leadership effectiveness.
- Adhere to ethical guidelines in research and applied practice.
- Navigate legal and ethical considerations in employment law, diversity, and workplace fairness.

## Examples of Selected Outcome Assessments

Outcomes assessments for Industrial/Organizational Psychology evaluate how well students achieve the program's intended learning objectives. These assessments typically cover knowledge acquisition, skill development, and professional application.

Applied Research Projects -- Assessment of students' ability to design and conduct workplace research, such as employee engagement surveys or job analysis reports.

- Students will demonstrate basic knowledge and skills
- Comprehensive Exam -- Test assessing students' understanding of core I-O psychology principles, research methods, and ethical considerations.
- Course-Based Assessments -- Exams, quizzes, or case study analyses in key courses like organizational development, psychometrics, and personnel selection.
- Students will demonstrate the ability to apply their learning through projects, research, or experiential activities.
- Practicum Evaluations -- Supervisor evaluations of students' applied skills in real-world settings, including data analysis, consulting, and intervention implementation.
- Simulation Exercises -- Assessing decision-making, leadership, or conflict-resolution skills through role-playing or organizational case studies.
- Students will demonstrate professionalism, educated decision making, and cumulative knowledge of Industrial/Organizational Psychology concepts.
- Portfolio Review -- Compilation of students' applied projects, presentations, and research demonstrating competencies in Industrial Organizational Psychology.

- Ethical Decision-Making Exercises -- Evaluations of students' ability to navigate ethical dilemmas in workplace settings.
- Competency-Based Self-Assessments -- Student reflections on their proficiency in key Industrial/Organizational Psychology competencies, often compared with faculty or mentor feedback.

## Requirements for Master of Science Degree with a Concentration in Industrial/Organizational Psychology

### Course List

Code	Title	Hours
<b>Required Courses</b>		<b>36</b>
IOPY 5500	Statistical Methods in Psychology	3
IOPY 5800	Industrial/Organizational Psychology	3
IOPY 7080	Group Dynamics	3
IOPY 7090	Organizational Development	3
IOPY 7600	Personnel Selection	3
IOPY 7610	Performance Appraisal	3
IOPY 7961	I/O Psychology Practicum	3
IOPY 8000	Research Design and Analysis	3
IOPY 8100	Research Methods in I/O Psychology	3
IOPY 8110	Psychometrics	3
IOPY 8360	Human Resource Development	3
IOPY 8370	Human Factors Psychology	3
<b>Total hours required for the degree</b>		<b>36</b>

### I/O Psychology Accelerated Undergraduate-to-Graduate Track

The Accelerated Undergraduate-to-Graduate Track is an undergraduate-to-graduate degree program. Students in this track will complete 9 graduate hours that will count toward the completion of the B.A. or B.S. in Psychology. These 9 hours may be applied toward the completion of degree requirements for the Master of Science in Industrial/Organizational (I/O) Psychology degree at Valdosta State University upon graduate admission.

To be admitted, students must have completed at least 60 credit hours, have an overall GPA of 3.0 or higher, and must submit the Undergraduate-to-Graduate application to the Psychology Coordinator. Once admitted, a specific course of study will be developed with the student's advisor.

Graduate courses taken as an undergraduate will count toward the 120-hour graduation requirement but will not count toward the student's undergraduate GPA or the calculation of academic honors. Upon acceptance into the Accelerated Undergraduate-to-Graduate Track, students must maintain an overall GPA of 3.0 to remain in good standing. Students who do not maintain good standing or who do not wish to continue with the Accelerated Undergraduate-to-Graduate Track may complete the remaining requirements for the B.A. or B.S. in Psychology.

Students interested in continuing their graduate education may apply for admission to the Master of Science in Industrial/Organizational (I/O) Psychology degree in their senior year or upon completion of their undergraduate degree. Students in the Accelerated Undergraduate-to-Graduate Track will not be required to take additional admission tests but must meet all other graduate admission requirements. Students who have completed the Accelerated Undergraduate-to-Graduate Track will complete an additional 27 credit hours of graduate IOPY classes to meet the M.S. in I/O Psychology degree credit hour requirement. Upon application to the Graduate School, students who have made a "C" or less in any of their graduate courses taken as undergraduates will be subject to the M.S. in I/O Psychology Retention Policy regarding deficiency points.

### Courses Eligible for Accelerated (4+1) Program:

Code	Title	Hours
<b>Required Courses</b>		<b>36</b>
IOPY 5800	Industrial/Organizational Psychology	3
IOPY 7090	Organizational Development	3
IOPY 5500	Statistical Methods in Psychology	3
IOPY 7080	Group Dynamics	3
IOPY 8370	Human Factors Psychology	3
IOPY 8100	Research Methods in I/O Psychology	3