

WELCOME

**THE ORGANIZATIONAL  
SCIENCE MS PROGRAM INFO  
SESSION**

HOSTED BY:

**FIU**

Department of Psychology  
**Arts, Sciences  
& Education**

Organizational Science MS Program



# What is Industrial Organizational (I-O) Psychology?

**IO psychology is the study and application of psychological concepts and practices to an organization and its workforce.**

- I-O psychologists and practitioners help both businesses and employees achieve their full potential and develop a deep understanding of people and how they behave in the workplace.
- I-O Psychology is a fairly new field of study so practitioners benefit from the variety, independence, and flexibility of a growing field.

# Understanding the “I” and “O”

Industrial psychology refers to analyzing human behavior in the workforce.

Organizational psychology focuses on behavior as part of an organization.

## **INDUSTRIAL PSYCH**

**Human Resource Planning**

**Career Development**

**Recruitment and Selection**

**Induction Training and Development**

**Compensation**

**Performance Appraisal**

**Job Analysis, Description  
and Specifications**

## **ORGANIZATIONAL PSYCH**

**Communication**

**Motivation**

**Group Behaviour**

**Individual Differences and Diversity**

**Leadership**

**Employees Well-being**

**Organizational Design, Development  
and Culture**

**No matter which side your interests focus on, the combination of these two specialties has applications in every sector because it involves employees and the workplace.**



# I-O Psychology Practitioner Jobs

**Many I-O Psychology practitioners go into Human Resources positions such as:**

- HR Generalists
- Employee Training and Development Managers\*
- Staffing and Recruitment Officers
- Employee Relations Officers
- Compensation, Benefits, and Job Analysis Specialists

**Further opportunities when pursuing I-O Psychology include work in the following areas:**

- Research and Development
- Talent Development
- Organizational Effectiveness
- Professional Business Development
- Teaching
- Research
- Behavior Analytics
- People (Data) Analytics
- Executive Coaching
- Consulting

# Organizational Science MS Program Features

- Prepares students to be successful managers and I-O psychology practitioners
- Cohort based
- Accelerated 16 month program
- Four semesters (36 graduate credit hours)
- Student support
- Advising
- Mentoring
- Hassle-free registration throughout the program
- Courses are on campus (and virtual or hybrid during the last semester)



# Experiential Learning

The intent of this program is to provide students with experiential learning opportunities to apply classroom knowledge to real-world work situations and to give students the opportunity to experience the application of empirically based approaches within an organization

- In-Depth Student-Led Discussions
- Case Studies
- Project-Based Assignments
- Internships



# Program Curriculum & Schedule

## Fall

**SOP 5616 Social Psychology of Organizations**  
In Person (MMC Campus)  
Tuesday 10 am - 1 pm

**INP 5095 Proseminar in Industrial Psychology**  
In Person (MMC Campus)  
Wednesday 10 am - 1 pm

**PSY 5939 Quantitative Methods in Psychology**  
In Person (MMC Campus)  
Thursdays 6:30 pm - 9:30 pm

## Summer

**INP 6235 Applied Psychology of Training and Development**  
In Person (MMC Campus)  
Tuesday 9:30 am - 2:30 pm

**INP 6611 Organizational Stress**  
Online

**INP 6115 Psychology of Culture and Organizations**  
In Person (MMC Campus)  
Wednesday 9:30 am - 2:30 pm

## Spring

**SOP 5058 Proseminar in Social Psychology**  
In Person (MMC Campus)  
Tuesday 10 am - 1 pm

**INP 6216 Personnel Selection**  
In Person (MMC Campus)  
Thursday 9:30 am - 12:30 pm

**INP 6005 Strategies and Methods of Applied Psychological Research**  
In Person (MMC Campus)  
Thursday 3:30 pm - 6:30 pm

## Fall

**INP 6940 Industrial Psychology Internship/Practicum**  
(Depends on placement)  
16 to 20 hours a week

**INP 6090 Applied Psychology and Organizational Consulting**  
Online

# Program Cost

- Approximately \$20,000 in total
  - Pay per semester
  - Fixed cost
- Cost covers tuition and all student fees, including parking
- Books and materials purchased separately
  - Total textbook cost estimate (purchased hard cover or paperback, new): \$955.00





# Application Process

## Program Admission Requirements:

- A Bachelor's degree from an accredited college or university
- Have at least a 3.0 average GPA during the last two years of the undergraduate program (UG60)

## Application Requirements:

- Final Transcripts
- GRE scores (OPTIONAL but recommended for applicant with 3.5 GPA or below)
- Three Letters of Recommendation (at least one must be from a professor or academic source)
- Introduction Video
- Work Sample Video
- Resume

**Note:** Complete applications must be received no later than March 31st for Foreign Applicants and June 1st for domestic applicants.



# Video Requirements

## Introduction Video:

A 3-5 minute spoken letter of intent introducing yourself and answer the following questions:

1. Why did you choose to apply to this program?
2. What are your professional and educational goals?
3. How does this program meet those goals?

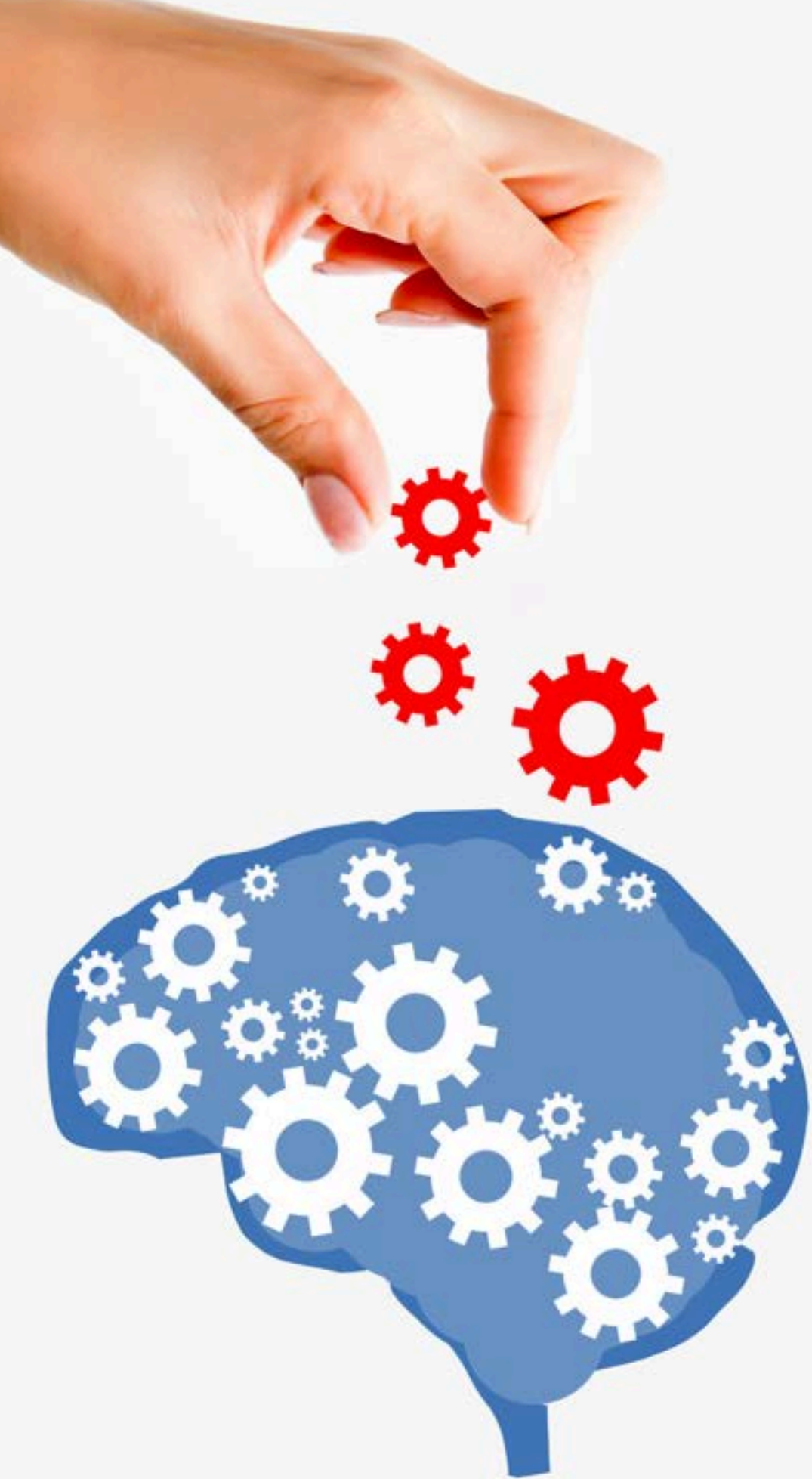
## Work Sample Video:

The work sample video will be a non-technical presentation on a current research article of your choice.

1. Select a topic relevant to I-O and find a recent research study that addresses it.
2. Prepare a ***five-minute maximum*** presentation explaining the significance of the findings and providing recommendations for practice.

**Note:** Videos must be posted unlisted to Youtube and the links on a PDF and uploaded to the application portal under "Other".





# Recommended Undergrad Courses

- Introduction to Industrial/Organizational Psychology
- Statistics and/or Research Methods
- Psychological Testing or Tests and Measurement
- Organizational Psychology
- Personnel Psychology
- Social Psychology
- Theory of Personality

# Recommended Resources

## **O\*NET OnLine**

- Created by IO Psychologists!
- Sponsored by the U.S. Department of Labor, Employment & Training Administration, and developed by the National Center for O\*NET Development.
- <https://www.onetonline.org/>



## **SIOP**

- Society for Industrial Organizational Psychology
- [SIOP.org](http://SIOP.org)





**Questions?**

