

WELCOME

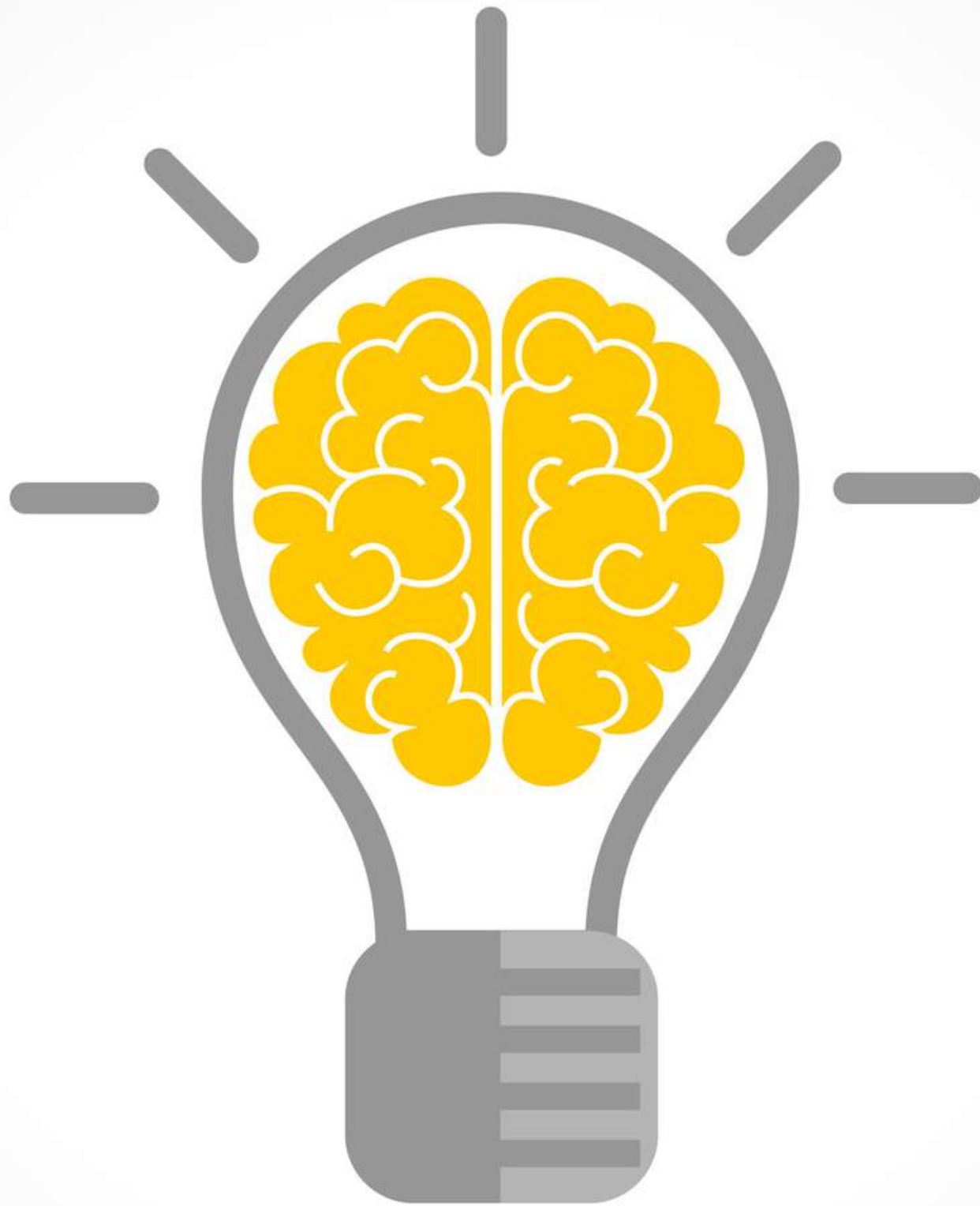
THE ORGANIZATIONAL SCIENCE MS PROGRAM INFO SESSION

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)

TBD

INP 6005 Strategies and Methods of Applied Psychological Research

In Person (MMC Campus)

TBD

Fall (2)

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?

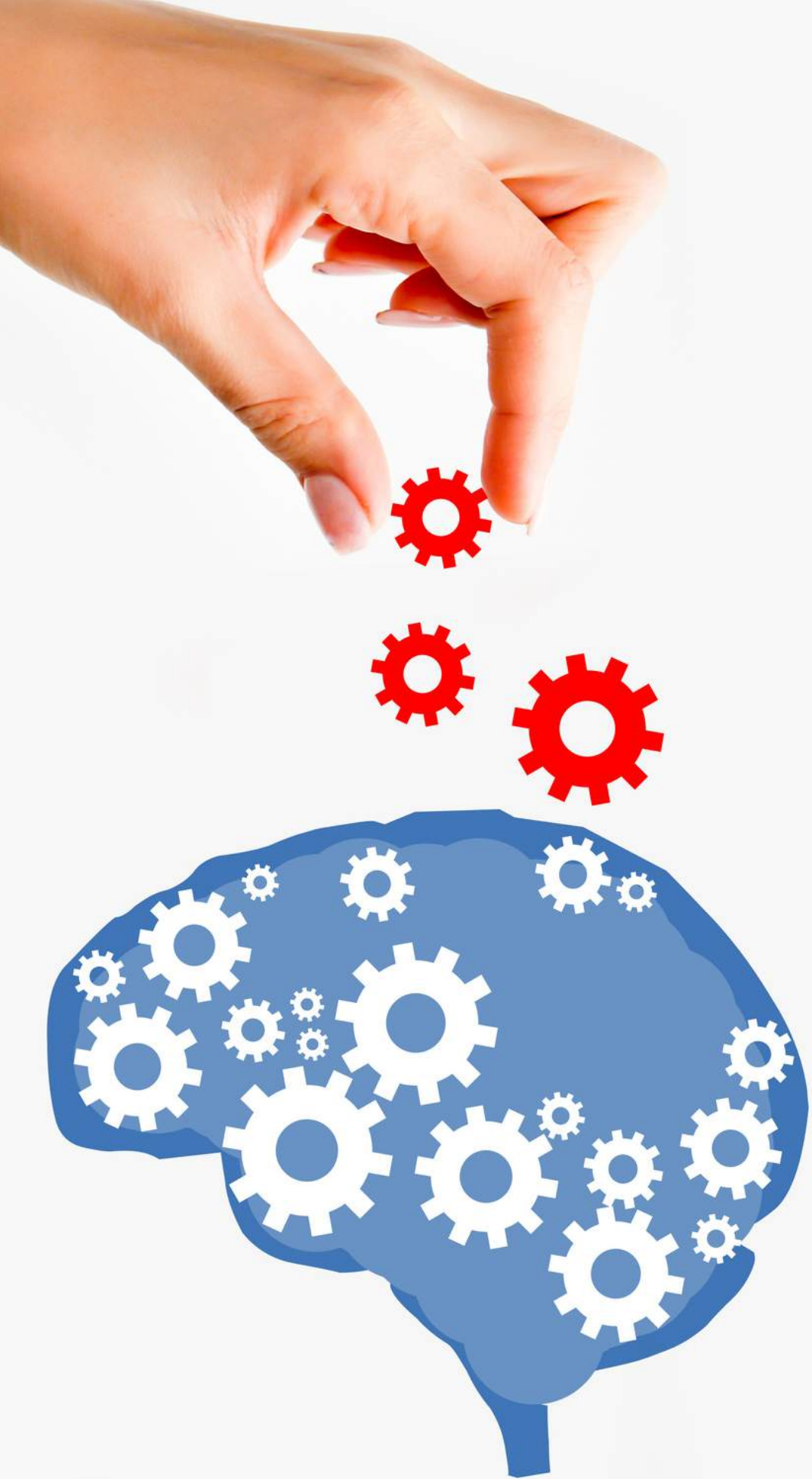
Work Sample Video:

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



Student & Alumni Experiences



Questions?

