Program definition:

The M.S. in Industrial-Organizational Psychology is a degree offered by the Industrial-Organizational (I-O) Psychology Program in the Department of Psychology. It is designed for individuals with interest in an applied career as a human resources manager, enhancing human management skills, and managing change in organizations. The curriculum of the program includes both personnel and organizational psychology topics.

Requirements for the Degree:

Students entering this program should have a minimum of a bachelor’s degree. The degree requires a minimum of 36 graduate credit hours. The program can be completed in a minimum of two years and maximum of six years. This degree does not require the completion of a thesis. Completing each I-O and statistics course with a minimum of a “B” (or appropriate remedial work determined by the program) constitutes the comprehensive requirement.

Required Courses:

Organizational Psychology (PSYC 556 every Fall): This is a survey of topics related to work motivation, stress, job satisfaction, turnover, diversity in the workplace, group and team dynamics, power and leadership, organizational change, and training. This course is taken in the first semester of the program.

Personnel Selection and Evaluation (PSYC 529 every Spring): This is a survey course on personnel psychology topics such as job analysis, criterion development, selection, job interview, validation, and reliability of selection methods, performance measures. This course is taken in the second semester.

Graduate Statistics I and II (PSYC 545 every Fall) and (PSYC 546 every Spring): These two courses cover introduction to inferential statistics and statistical analysis of psychological data. Topics include hypothesis-testing procedures such as t-test, chi-square, analysis of variance, and multiple regression. In addition to exposure to the various statistical methods and procedures, students will learn to conduct analyses using statistical software such as SPSS. These courses are completed during the first year.

Psychometric Theory (PSYC 511 every Fall): This course covers principles and theories of psychological measurement emphasizing theories and methods for estimation of reliability and validity, techniques for the measurement of psychological variables, and methods for constructing psychological and educational measurement instruments. Prerequisites: PSYC 545, and PSYC 546.

Training Seminar (PSYC 555 every Spring): This is a survey course on various types and methods of training used in industrial settings. It also includes topics such as needs assessment, curriculum development, and training evaluation. Prerequisites: PSYC 529 and PSYC 556.

Internship I (PSYC558 every semester): One semester of half-time (20 hours) work experience in the field of I-O is required. All first and second year students are required to attend monthly internship meetings regardless of whether they have registered for these courses or not. Any semester and credit hours can be flexible. All together for graduation 3 credits is needed.
Recommended elective courses:
15 credit hours of elective courses are required. Choice of elective courses should reflect a balance between personnel and organizational psychology.

Advanced Personnel Psychology courses: (Students must choose at least one of the following)

Personnel Selection (PSYC535) Fall (every other year) Prerequisite: PSYC 529
Performance Appraisal (PSYC 517) Fall (every year) Prerequisites: PSYC 529 & 556

Advanced Organizational Psychology Courses: (Students must choose at least one of the following)

Leadership and Team Effectiveness (PSYC 580) Spring (every other year) Prerequisite: PSYC 556
Organizational Attitudes and Behaviors (PSYC 531) Spring (every other year) Prerequisite: PSYC 556
Occupational Health Psychology (PSYC 588) Fall (every other year) Prerequisite: PSYC 556

Other elective courses:
The semester most likely that the course will be offered is mentioned. Some are offered every other year so please refer to the milestone document for more guidance. Some courses are not offered regularly.

Legal Issues (PSYC 552)* – Prerequisite: PSYC 529, Fall (every other year)
Survey of Multivariate Statistics PSYC 554) – Prerequisite: PSYC 545 and 546, Fall
Assessment Centers (PSYC 714) – Summer
Meta-Analysis (PSYC 530) – Prerequisites: PSYC 529, 545 and 546, Spring (every other year)
Structural Equation Modeling (Psyc-571)- Prerequisite: (PSYC 554), Spring (every other year)
Social Bases of Behavior (PSYC 502) – Spring
Learning, Cognition and Motivation (PSYC 503) – Fall
Individual and Cultural Differences (PSYC 504) – Fall
Organizational Assessment (PSYC 588) – offered infrequently
Consulting Fundamentals (PSYC 722) – offered infrequently
Individualized Assessment (PSYC 720) – offered infrequently
Reward Systems & Compensation (PSYC 588) – offered infrequently
Internship II – (PSYC 559)

Up to 6 credit hours of courses from outside the program will be considered toward the M.S. in I-O Psychology. The choice of courses should be made in consultation with the advisor prior to registration.

MBA 501 Financial & Management Accounting (3 credits)
MBA 504 Spreadsheet Modeling (3 credits)
MBA 511 Marketing Management (3 credits)
MBA 522 The General Manager (3 credits)
MBA 523 Negotiations and Strategic Decision Making (3 credits)
MBA 528 Healthcare Management Technology and Innovation (3 credits)
MBA 554 Project Management (3 credits)
MBA 575 Creativity and Contemporary Entrepreneurial Opportunities (3 credits)

400, 500 and 600 level courses from other departments are possible additions to this list based on approval of the advisor prior to registration. On occasions we have other Psyc 588 seminars on special topics in the I-O program that you can take.

Also, it is imperative that the student’s program of study and course choices per semester be made in consultation with their advisor.

This degree is independent of the Ph.D. degree. That is, after its completion, the student can either leave Illinois Tech or apply to the Ph.D. program. Applications for the Ph.D. degree will be considered along with applicants from other institutions. If the student is accepted in the Ph.D. program within five years after completing the M.S. in I-O Psychology, the credits they had taken toward their master’s degree will be accepted toward the Ph.D. degree.

Updated May 2018