

# INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY (MA)

Department Website (<http://as.nyu.edu/psychology/>)

NYSED: 11121 HEGIS: 2008.00 CIP: 42.2799

## Program Description

Many aspects of psychology in the work environment come together under the umbrella of Industrial/Organizational (I/O) Psychology. Motivating individual productivity, creating cohesive teams, developing leaders, aligning culture with strategy, and leveraging diversity are all important aspects of I/O. Program graduates lead strategic change efforts to create win-win solutions for employees and employers by bringing a consultative approach to real-world business problems anchored in quantitative research methodology. For those organizations motivated to put psychology to work, New York University's prestigious Department of Psychology offers an integrated curriculum, team-based projects, internships, and collegial network development, all designed to maximize human capital management for the enterprise.

## Admissions

All applicants to the Graduate School of Arts and Science (GSAS) are required to submit the general application requirements (<https://gsas.nyu.edu/nyu-as/gsas/admissions/arc.html>), which include:

- Academic Transcripts (<https://gsas.nyu.edu/nyu-as/gsas/admissions/arc/academic-transcripts.html>)
- Test Scores (<https://gsas.nyu.edu/nyu-as/gsas/admissions/arc/test-scores.html>) (if required)
- Applicant Statements (<https://gsas.nyu.edu/nyu-as/gsas/admissions/arc/statements.html>)
- Résumé or Curriculum Vitae
- Letters of Recommendation (<https://gsas.nyu.edu/nyu-as/gsas/admissions/arc/letters-of-recommendation.html>), and
- A non-refundable application fee (<https://gsas.nyu.edu/admissions/arc.html#fee>).

See Psychology (<https://gsas.nyu.edu/admissions/arc/programs/psychology.html>) for admission requirements and instructions specific to this program.

## Program Requirements

The program requires the satisfactory completion of 36 credits (at least 24 credits in residence at New York University) and either a written comprehensive examination or a master's thesis. Students must earn a grade of at least B in all courses. The program may be completed on a part-time or full-time basis, providing that all course work and either a comprehensive exam or thesis are completed within a five-year period.

Course	Title	Credits
<b>Major Requirements</b>		
<i>Foundation Courses</i>		
PSYCH-GA 2016	Masters Statistics	3
PSYCH-GA 2032	I/O Psychology	3

PSYCH-GA 2067	Applied Research Methods	3
<i>Core Courses (choose 2 Core I and 2 Core O)</i>		
CORE I		6
PSYCH-GA 2070	Personnel Selection	
PSYCH-GA 2071	Performance Measurement & Rewards	
PSYCH-GA 2073	Training in Organizations	
CORE O		6
PSYCH-GA 2072	Work Motivation & Attitudes	
PSYCH-GA 2074	Organizational Development	
PSYCH-GA 2076	Leadership & Strategic Change	
<b>Electives</b>		
Other Elective Courses		15
<b>Total Credits</b>		<b>36</b>

## Additional Program Requirements

### Thesis/Exam

Students must complete either a written comprehensive exam, or a master's thesis.

## Sample Plan of Study

Course	Title	Credits
<b>1st Semester/Term</b>		
PSYCH-GA 2016	Masters Statistics	3
PSYCH-GA 2032	I/O Psychology	3
Core I/O 1 or Elective		3
<b>Credits</b>		<b>9</b>
<b>2nd Semester/Term</b>		
PSYCH-GA 2067	Applied Research Methods	3
Core I/O 2 or Elective		3
Core I/O 3 or Elective		3
<b>Credits</b>		<b>9</b>
<b>3rd Semester/Term</b>		
Core I/O 4 or Elective		3
Elective		3
Elective		3
<b>Credits</b>		<b>9</b>
<b>4th Semester/Term</b>		
Elective		3
Elective		3
Elective		3
<b>Credits</b>		<b>9</b>
<b>Total Credits</b>		<b>36</b>

## Learning Outcomes

Upon successful completion of the program, graduates will have:

1. Knowledge Mastery with a Scientist Practitioner Model - This knowledge is structured in the progression and integration of the curriculum beginning with the foundation courses, progressing to core I and O classes, and selecting electives to build areas of specialization or professional interest including leadership, executive

coaching, people analytics, and human capital selection and development. Thought leadership uses applied research methods in organizational development and strategic planning, or in the case of students pursuing a PhD, to advance knowledge in a defined I/O topic.

2. Consultative Application Competence - The application of theory and research to real world business problems requires a distinct consultative perspective and some business knowledge. Through applied course projects, internships, and student organization program opportunities students learn a methodology to support organizations in solving complex problems and implement strategic change.
3. Leadership Development - Organizations look for leadership development in selecting and advancing individuals. This begins with self-leadership, awareness of strengths and challenges, and a professional identity that informs career direction. Leadership includes both strategic and operational skill to plan and achieve goals both independently and through managing others and teams.
4. Professional Practice and Network Development - Effective delivery of solutions and strategic initiatives requires strong communication skills, network development, emotional resilience and capacity to build effective interpersonal relationships. Additionally, ethical behavior and sound judgment reflecting awareness of the political context and culture is critical to success, particularly as organizations go through transitions.

We have chosen specifically to focus around the consultative application competence. Changes are being made in the courses, applied projects, and associated student organization efforts so as to enhance and student opportunities to expand this knowledge and skill set. Criteria for successful achievement of the completion requirements have been aligned to this goal.

## **Policies**

### **NYU Policies**

University-wide policies can be found on the New York University Policy pages (<https://bulletins.nyu.edu/nyu/policies/>).

### **Graduate School of Arts and Science Policies**

Academic Policies for the Graduate School of Arts and Science can be found on the Academic Policies page (<https://bulletins.nyu.edu/graduate/arts-science/academic-policies/>).