



INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY GRADUATE PROGRAM Rockville, MD

The **Master of Professional Studies: Industrial/Organizational Psychology Program** is designed to provide advanced education to early/mid-career professionals in the areas of human capital functions, personnel selection, and training and organizational management. The I/O Psychology program explores and integrates important topics including organizational behavioral management, human factors, and professional human resources practice. The program culminates with a professional capstone experience, allowing students to build strong relationships with faculty practitioners and industry professionals.

The M.P.S. degree is a unique, highly applied program, which includes an Advisory Board comprised of representatives from business, industry, and government. This ensures that our graduate training is focused on developing skills that are relevant in today's job market. In fact, graduates of our I/O Psychology program are now employed across the nation at companies such as Booz Allen Hamilton, the Social Security Administration, Homeland Security, Johns Hopkins Medical Center, among other organizations.

Master of Professional Studies (M.P.S.): I/O PSYCHOLOGY (30 CREDITS)

This program will prepare students to understand the processes and problems involved in the areas of human capital, personnel selection, organizational behavior, and training. Students will gain advanced knowledge in the following competencies:

- Statistical Methods and Data Analysis
- Ethical, Legal and Professional Contexts
- Measurements of Individual Differences
- Criterion Development
- Job and Task Analysis
- Employee Selection, Placement and Classification
- Performance Appraisal and Feedback
- Work Motivation

COSTS

Maryland Resident

Tuition per credit: \$530 (plus mandatory fees)*

Non-Resident

Tuition per credit: \$878 (plus mandatory fees)*

This program does not offer merit-based financial aid. For more information on tuition and fees, please visit: www.umbc.edu/sbs.

**For Academic Year 2013/2014*

ADMISSION REQUIREMENTS

Admissions decisions are based on a match of the applicant's interests, work experience, academic background, scholarship and personal goals for the programs. Minimum admission requirements are listed below.

For M.P.S.:

- B.A. or B.S. in Psychology -OR- a bachelor's degree in a related field with required prerequisite coursework, which includes an introductory psychology course and a research methods or statistics course.
- Minimum undergraduate GPA of 3.0 on a 4.0 scale
- GRE scores are not required for admission review; however, they can be submitted to supplement the application.

For International Admissions:

- B.A. or B.S. in Psychology -OR- a bachelor's degree in a related field with required prerequisite coursework, which included an introductory psychology course and a research methods or statistics course.
- Minimum undergraduate GPA of 3.0 on 4.0 scale, or equivalent, is desired. Applicants with grades on a scale other than 4.0, will be evaluated based on standards for the country of their degree.
- TOEFL Scores: Minimum of 80 -OR- IELTS Score: Minimum of 7.5

PROGRAM LOCATION:

UMBC at the Universities at Shady Grove
Camille Kendall Academic Center
9636 Gudelsky Drive
Rockville, MD 20850

FOR MORE DETAILS

umbc.edu/io

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Master of Professional Studies (M.P.S.): INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY (30 CREDITS)

The M.P.S.: I/O Psychology degree requires 30 graduate credit hours, distributed through 15 credits in core courses, 12 credits in specialty courses, and the capstone course (3 credits).

Required Core Courses:

Industrial/Organizational Psychology

This course covers a general survey of industrial/organizational psychology, including such topics as personnel selection and evaluation, job satisfaction, environmental factors and current research on individual behavior in complex organizations.

Social Psychology

Class sessions involve regular discussions and exchanges of information among students and the faculty member on topics of social psychology. Discussion topics include perception and attribution, attitudes, self-identity, interpersonal attraction, close relationships, social influence, persuasion, prosocial behavior, aggression, group behavior, job satisfaction and work, quality of life and mental health, and forensics. Particular focus is on how the content of these topics can be applied to real-world situations for increased individual and group well-being and productivity.

Introduction to Data Analytic Procedures

This course gives students the background and the basic understanding of statistical theory and techniques required in the field of I/O Psychology. The course provides an overview of descriptive and inferential statistics, with emphasis on statistical techniques used in the practice of I/O Psychology, including analysis of variance and multiple regression. Students are also introduced to the advanced topics of analysis of covariance, factor analysis, reliability analysis, discriminant analysis, and path analysis. *This course is required for all students.*

Methods of Assessment

This course provides an I/O-oriented introduction to intellectual and personality assessment of individuals working in organizations. In addition, it gives an introduction/overview of basic measurement theory; essentials of test evaluation including reliability, validity and utility; methodology of test and survey construction, development, and analysis; and the utilization and interpretation of test scores. Prerequisite: PSYC 672: Intro to Data Analytic Procedures.

Professional Human Resources Practice

This course gives an overview of personnel selection from an I/O prospective in terms of theory, practice, and research. Topics include needs analysis, personnel practices and placement, interviewing (research and techniques), and performance appraisal, training and development. In addition, validity and utility of predictors of job performance will be addressed as will Equal Employment Opportunity (EEO) laws and their implications in terms of personnel selection, retention, training, and management. Prerequisite: PSYC 672: Intro to Data Analytic Procedures.

Legal, Ethical and Professional Issues

This course addresses ethical issues involved in the practice or application of psychology in promoting employee and organizational physical and mental health and well-being. In addition, students will discuss legal issues, such as EEO, affirmative action, ADA as well as issues relating individuals of different ages and cultures, health status, organizations and local, national, and international communities, the legal system and policy making. Also, highlighted are issues of ethnic and cultural sensitivity and sexual harassment. Prerequisite: PSYC 672: Intro to Data Analytic Procedures.

Capstone Course:

- Practicum in I/O Psychology

Specialty Courses:

- Advanced Seminars in I/O Psychology:
 - Group Decision Making
 - Human Performance Technologies
 - Change Management
 - Program Evaluation
 - Strategic Planning
- Organizational Behavior Management
- Human Factors
- Instructional Systems Development (Select semesters available online through ISD program as EDUC 602)
- Principles in Training and Development (Select semesters available online through ISD program as EDUC 671)

For complete course descriptions, please visit our site at umbc.edu/shadygrove/io/iocourseinfo.html

WHY INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY?

- According to the United States Department of Labor Bureau of Labor Statistics, I/O Psychology positions are expected to increase by 26% from 2008 to 2018.
- There are many diverse career paths available, including working in the private sector, governmental, education, or consulting.
- Industrial/Organizational psychologists contribute to an organization's success by improving the performance, satisfaction, safety, health and well-being of its employees with many career opportunities opening up with the completion of a Master's degree.

WHY UMBC?

- UMBC's Industrial/Organization Psychology Graduate Program is led by a distinguished faculty of practitioners in the field.
- Program includes an Advisory board comprised of representatives from business, industry and government who provide valuable input on program and curriculum development.
- For five years running (2009-2013), UMBC was ranked #1 in the U.S. News and World Report's list of "national up-and-coming" universities.
- Classes are offered at UMBC-Shady Grove in Rockville, MD, which is conveniently located near Baltimore, Washington D.C. and Northern Virginia, in flexible formats designed for busy working professionals.