



# MASTER OF SCIENCE DEGREE IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

The Master of Science program in Industrial and Organizational (IO) Psychology is designed to prepare students for meaningful careers by understanding and applying psychological principles to the workplace through concepts like personnel selection, leadership behaviors, and training and development.

## Program Overview

The M.S. in IO Psychology provides students with a broad theoretical background in different psychological perspectives that underlie the framework of organizational processes. Our coursework integrates engaged learning practices, faculty-mentored research, and supervised field experience. As a result, the program provides exceptional training for students as they continue their careers in research, consultation, teaching or general employment in organizations, both in the public and private sectors.

Students will gain proficiency in core IO areas:

- Attitude theory, measurement, and change
- Career development
- Criterion theory and development
- Groups and teams
- Human performance
- Individual assessment
- Individual differences
- Job evaluation and compensation
- Job/task/work analysis and competency modeling
- Judgement and decision-making
- Leadership and management
- Occupational health and safety
- Organization development and theory
- Performance appraisal/management
- Personnel recruitment, selection, and placement
- Training: theory, program design, and evaluation
- Work Motivation

## Convenient Schedule

The Masters in IO Psychology is a hybrid program, meaning students will meet face to face and online, providing a flexible schedule toward completing the program. There are no weekend classes. This accelerated degree can be completed in two years.

## Learning Outcomes

Through small class sizes and a heavy emphasis on the teaming model, students gain a complete comprehension of statistical methodologies, theoretical perspectives, and current research in the field that will prepare them to work in various human resource functions in organizations and/or to pursue further educational goals. Courses focus on social-behavioral sciences that provide students with the knowledge to approach common issues in the workplace. This unique perspective to the industrial workforce brings value to various industries that employers frequently seek.

## Mission Statement

To prepare students for meaningful careers in the field through understanding and applying psychological principles to the workplace. The program seeks to engage students in academic and applied high impact learning experiences to enable students to make meaningful contributions to organized life.

The program endeavors to instill professional skills through meaningful coursework, relevant research, and professional internships.



WE EQUIP OUR IO PSYCHOLOGY SCHOLARS WITH A STRONG FOUNDATIONAL KNOWLEDGE IN HUMAN BEHAVIOR TO APPLY SOLUTIONS IN THE WORKPLACE. OUR PROGRAM CATERS TO THE EVERYDAY PROFESSIONAL WHO WISHES TO APPLY THEORIES IN ORGANIZATIONAL DEVELOPMENT, CAREER DEVELOPMENT, DECISION THEORY, CONSUMER BEHAVIOR, AND SMALL GROUP PROCESS TO ADVANCE IN THEIR FIELD OR INDUSTRY.

– Patrick Smith, Ph.D. Professor of Psychology

## Faculty Strengths

The psychology department consists of a diverse group of published, research-oriented professionals who devote themselves to the mentorship of students. In addition to industrial and organizational psychology, our faculty members have expertise in the areas of experimental psychology, social behavior, gender diversity, law and human behavior, and legal and criminal psychology. Our professors are deeply committed to student success, academic excellence, and provide every student with positive, engaged learning experiences.

## Academic Advisor

The moment you enroll, you'll be assigned an academic advisor to see you through your experience from start to finish. This advisor will help you develop an educational plan that matches your schedule and priorities.

## Program Requirements

### A. First Year

Fall

**PSY 6100** Statistics and Research Methods I

**PSY 6150** Industrial Psychology

Spring

**PSY 6200** Statistics and Research Methods II

**PSY 6250** Organizational Psychology

Summer

**PSY 6350** Personnel Selection

**PSY 6450** Leadership

### B. Second Year

Fall

**PSY 6300** Workplace Motivation

**PSY 6400** Training and Development

**PSY 6960 or 6971** Internship or Thesis I

Spring

**PSY 6500** Special Topics in IO Psychology

**PSY 6960 or 6971** Internship or Thesis II

## Admission Requirements

- Completed online application
- Official transcripts of all academic work
- A bachelor's degree from a regionally accredited college or university with an earned GPA of 3.00+
- Current Résumé
- Letter of Reference
- Professional essay (maximum of two single-spaced pages)
  1. Why are you interested in pursuing a graduate degree in Industrial and Organizational Psychology?
  2. Highlight your academic and/or professional experiences that may be relevant to your success in this graduate program.
  3. Discuss your academic strengths and weaknesses. How will these enhance or challenge your success as a graduate student? As the program at FSC is highly focused on a teaming model, please share your experiences contributing to teams in the past, whether in an educational, employment, or other setting.

Completion of the following undergraduate courses (or approved equivalents) are *preferred* for admission into the IO program:

MAT 2022 Elementary Statistics

PSY 2206 Social Psychology

PSY 2210 Tests & Measurements

PSY 3310 Research Design & Statistics

PSY 3336 Industrial-Organizational Psychology

Application materials can be submitted electronically to [evening@flosouthern.edu](mailto:evening@flosouthern.edu) or mailed directly to:

### Office of Adult and Graduate Admission

Florida Southern College

111 Lake Hollingsworth Drive

Lakeland, FL 33801

## Next Steps

- Talk to your admission counselor about what Florida Southern has to offer you
- Attend an information session
- Complete the application online at [www.flosouthern.edu/apply](http://www.flosouthern.edu/apply)
- For more information, please call 863.680.4205

