INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Academic Year

2011-2012

School

Graduate School School Web site

School Dean

Henry Flores, Ph.D. hflores@stmarytx.edu

Department

Psychology

Program Director

Gregory Pool, Ph.D. gpool@stmarytx.edu

Admission Requirements

To be considered for admission into St. Mary's University Graduate School, you will need to submit the following (along with application):

- (2) Letters of Recommendation
- (2) Official Transcripts reflecting your degree earned.
- Official GRE/GMAT/MAT
- Official TOEFL (80 Computer based) (international students only)
- Financial Guarantee (international students only)

Program Specific Admission Requirements

1. A Bachelor's degree from an accredited institution.
2. Satisfactory completion of the pre-requirement psychology courses or their equivalent [12 hours].
3. A combined GRE score on the verbal and quantitative sections of 950 or greater (no less than 400 on either section).
4. A average cumulative and psychology undergraduate GPA of 3.0 OR a cumulative and psychology GPA of 3.2 for the last 60 hours of undergraduate courses
5. Final grades of "C" or better in all undergraduate prerequisites.

Deadline June 1

No Spring and Summer admissions

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Send the following supplementary items to:

The Graduate School, St. Mary's University, One Camino Santa Maria, San Antonio, TX 78228:

- Official GRE scores
- Personal Statement
- Resume and/or curriculum vita
- Two complete and official transcripts showing previous college work and degree or arrange to have them sent to the Dean of the Graduate School. Documents must be in English for international students.
- Two letters of recommendation from individuals well acquainted with your academic/professional ability. Students who have graduated from St. Mary's University are exempt from this requirement.

Degree Requirements

Industrial/Organizational Psychology (40 hrs)
Industrial/Organizational Psychology Non-Thesis

Course #	Course Title	Hours
Required Courses (31hrs):		
PS 6185	SPSS Basics	1
PS6366	Personnel Psychology I: Job appraisal to Selection	3
PS6367	Personnel Psychology II: Performance & Training	3
PS6369	Organizational Psychology	3
PS6370	Professional Development & Assessment Centers	3
PS6381	Psychology Research	3
PS6385	Advanced Statistics: Descriptive & Inferential	3
PS6386	Multivariate Statistics	3
PS7321	Advanced Test & Measurements	3
PS7367	Methods in Industrial/Organizational Psychology: Survey Development	3
PS7385	Practicum in Personnel Psychology	3
Electives (9hrs):		
Any graduate Level course with the exception of XX6000.		9
	Total hours	**40**

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Course #	Course Title	Hours

Industrial/Organizational Psychology (40 hrs)
Industrial/Organizational Psychology Thesis

Course #	Course Title	Hours
Required Courses (28 hrs):		
PS 6185	SPSS Basics	1
PS6366	Personnel Psychology I: Job appraisal to Selection	3
PS6367	Personnel Psychology II: Performance & Training	3
PS6369	Organizational Psychology	3
PS6370	Professional Development & Assessment Centers	3
PS6381	Psychology Research	3
PS6385	Advanced Statistics: Descriptive & Inferential	3
PS6386	Multivariate Statistics	3
PS7321	Advanced Test & Measurements	3
PS7367	Methods in Industrial/Organizational Psychology: Survey Development	3
Thesis (6hrs):		
PS6387	Thesis: Research	3
PS6388	Thesis: Defense	3
Electives (6hrs):		
Any graduate Level course with the exception of XX6000.		6
	Total hours	**40**

Department Courses and Descriptions

PS 6185 **Computer Applications in Behavioral and Social Science** (1)
This course provides students with the knowledge about the analysis and database features of SPSS, with emphasis on the data editor, variable view, and output windows, and cross-platform use with other software applications. The course is partice-based to ensure students gain skills in using the data editor, creating databases, manipulating and transforming data, merging and exporting data across files and platforms, and editing and printing statistical output.

PS 6363 **Group Dynamics in Organizations** (3)
The purpose of this seminar is to cover special topics in psychology, utilizing faculty and community professionals (possessing appropriate certification and degrees). (When different topics are treated, PS

6363 may be repeated for additional credit upon approval of the graduate program director.)

PS 6366 **Personnel Psychology** (3)
The application of psychological theory and practices to human resources activities in organizations. Special emphasis is placed on job analysis and design, employee selection and placement, training and development, and performance management and appraisal. Legal and ethical considerations are underscored. Students will gain a working knowledge of the psychological principles in effective organizations.

PS 6369 **Organizational Psychology** (3)
This course is designed as a graduate-level introduction to classic and contemporary research literature in organizational psychology. The course objectives are to: 1) provide an overview of the literature (theory, empirical studies) in a sampling of major content areas, 2) develop research skills through critical review/analysis of organizational literature, and 3) stimulate ideas for original research projects.

PS 6371 **Motivation and Human Behavior** (3)
Theories and reports of empirical investigations.

PS 6370 **Professional Development and Assessment Centers** (3)
This course provides students with knowledge of current issues of professional development in Industrial-Organizational Psychology and the use of assessment centers in professional development. Assessment centers are widely used in industry for personnel development, training, and decision making. Students will participate in an assessment center process, receive developmental feedback about their performance, and write a personal development plan based on the feedback. Prerequisite: PS 6366.

PS 6381 **Psychological Research** (3)
Methodology and scientific inquiry in psychology. Experimentation, its relation to theory and design. Prerequisite: PS 6385.

PS 6383 **Advanced Experimental Psychology** (3)
Projects and lectures. Advanced methodology for thesis, dissertation, and professional journal research. Includes a laboratory.

PS 6385 **Advanced Statistics** (3)
Advanced topics in statistics to include the analysis of variance, factor analysis, multiple discriminant analysis, multiple regression analysis and the use of statistical software to assist in these analyses.

PS 6386 **Multivariate Statistics** (3)
Topics in multivariate analysis with wide application in the behavioral and management sciences such as analysis of variance, analysis of covariance, multivariate analysis of variance, multivariate analysis of covariance, principal components, exploratory factor analysis, reliability analysis and discriminant function analysis. The course stresses theory, assumptions, and practical application of each technique. Students apply methods using SPSS and interpret results of analyses. Prerequisite: PS 6385.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

PS 6387 **Research (Thesis)** (3)
Normal empirical projects designed to test a well formulated hypothesis. Other approaches may be considered. Required for thesis candidates. Prerequisites: PS 6381, PS 6385, and approval from Graduate Program Director.

PS 6388 **Thesis (Defense)** (3)
The thesis is a complete documentation of an independent research project conducted by the student and supervised and approved by a thesis committee. The final report includes information related to the relevant theoretical background, research area, hypotheses, methods and procedures, results and interpretations, and discussion related to the significance of the results and application to the discipline.

PS 7321 **Advanced Tests and Measurements** (3)
Advanced topics in psychological measurements to include: reliability and validity theory, criterion development, performance appraisal, test construction, and questionnaire development. Prerequisites: PS 6381, PS 6385.

PS 7361 **Psychological Factors in Systems Management** (3)
Human characteristics and their effect on systems management; psychological principles and innovations relative to selection, classification and placement; job analysis; job evaluation; performance evaluation; employee morale, working conditions, effects on personnel; human engineering and consumer psychology; communications.

PS 7363 **Human Performance Assessment and Measurement** (3)
Comprehensive and practical review of basic concepts in the integration of the human component into the design, development and evaluation of man-machine systems and subsystems: Human and computer performance capabilities, interface problems in man-machine systems; human factors theory and data applied toward effective systems management, design, operation, environment; personnel subsystems; workplace layout and arrangements; design for ease of maintenance; anthropometry; man-machine dynamics (same as EG 6309).

PS 7365 **Operation Dynamics in Systems Management** (3)
Analysis of operator dynamics; special environments and life science considerations emphasizing applications to systems management; homeostasis, stress, sensory systems, fatigue, biorhythms acceleration, radiation, pollution, ecology; training-learning factors.

PS 7367 **Survey Development** (3)
This course covers theories, methods, and procedures for conducting survey research in business. Topics include designing a survey instrument, planning a survey research study, and basic survey analysis techniques. Sampling issues will be addressed. Prerequisites: PS 6381, PS 6385.

PS 7368 **Job Analysis** (3)
In-depth review of major job analysis techniques. Quantitative data analysis will be stressed along with some examination of scaling and data display techniques.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

PS 7381 **Practicum in Experimental Psychology & Research Design** (3)
Supervised practice in the design and execution of research in psychology. As a portion of the practicum, the student will plan, carry out research, and perform statistical and other analyses of results, all leading toward a publishable paper. Student may also act as laboratory instructor, planning research experiments, setting up equipment, supervising write ups of experiments and grading reports. Prerequisites: PS 6381, PS 6385, and permission of instructor.

PS 7383 **Practicum in Quantitative Methods in Psychology** (3)
Supervised practice in the selection and execution of statistical techniques appropriate to specific problem areas in psychology. The student will participate in data capture and reduction projects. The student may act as a tutor in the statistics laboratory as a means of enhancing his/her ability to communicate his/her knowledge of quantitative methods. Prerequisites: PS 6381, PS 6385, and permission of instructor.

PS 7385 **Practicum in Personnel Psychology** (3)
Supervised practice in research and/or application of psychological principles and innovations to selection, classification, and placement; job analysis; job evaluation; performance evaluation; employee morale; working conditions; human engineering and consumer psychology. The student may select certain of these topics for special emphasis. When feasible, on-the-job training in some business or industry may be recommended. May be repeated once for additional credit. Prerequisites: PS 6385, PS 6385, and approval from Graduate Program Director.

Department Faculty

Industrial/Organizational Psychology Faculty Website

Department Website

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