

SAN JOSE STATE UNIVERSITY
M.S. PROGRAM
INDUSTRIAL/ORGANIZATIONAL (I/O)
PSYCHOLOGY

PROGRAM OVERVIEW

The mission of the Master of Science program in Industrial/Organizational (I/O) Psychology at San Jose State is to provide students a fundamental grounding in theory, research, and application in the field of I/O Psychology. The field of I/O psychology encompasses a wide range of scientific and applied pursuits, and enjoys close collaboration between researchers and practitioners. The program therefore strives to inculcate the values of the scientist-practitioner model: to have students understand and appreciate theory and research as they apply their knowledge and skills to the needs and challenges of organizations.

Broadly speaking, the M.S. I/O program is intended to prepare graduates for professional practice or academic study in areas such as:

- Personnel selection, placement and appraisal
- Training, employee and management development
- Organizational development
- Survey design, administration, analysis, interpretation and feedback
- Job analysis and competency modeling
- Organizational climate and culture
- Job satisfaction and productivity

In order for students to obtain competency in the discipline of I/O psychology, three distinct learning objectives are pursued within the program: (1) to acquire knowledge in key content areas in I/O psychology; (2) to develop skills in research methodology and statistical analysis, and (3) to apply the knowledge and skills acquired in their coursework to organizational situations.

The location of San Jose State in the heart of Silicon Valley affords many opportunities for the practice of I/O psychology. Typical positions appropriate for graduates of the program are in public and private-sector organizations (traditionally in the Human Resources department), research organizations, and human resources or management consulting firms. Alumni of the I/O Program have obtained positions in companies such as Apple, The Gap, Google, HP, Oracle, and Cisco Systems.

Inquires about the I/O program are welcome and may be directed to Dr. Megumi Hosoda, Program Coordinator (megumi.hosoda@sjsu.edu) at (408) 924-5637

DEGREE REQUIREMENTS

The M.S. I/O degree requires 30 units of graduate-level work, consisting of both required and elective courses. The required courses are designed to give students a comprehensive coverage of critical issues and topics in I/O psychology, while the electives provide the opportunity to explore one's areas of interest. The classes are designed to provide an effective balance of theory, methodology, and application, often involving guest speakers and class-wide projects with local organizations. The coursework addresses the vast majority of competencies set forth in the Guidelines for Education and Training at the Master's Level in Industrial/Organizational Psychology, published by the Society for Industrial and Organizational Psychology (SIOP), Division 14 of the APA.

Coursework

Listed below is the recommended two-year sequence of courses (each student's coursework must be approved by Program faculty):

- First year:**
- Fall: Psyc 270 (Seminar in Industrial/Organizational Psychology)
Psyc 240 (Applied Psychometrics)
Elective course
- Spring: Psyc 271 (Seminar in Personnel Psychology)
Stat 235 (Multivariate Analysis)
Elective course
- Second year:**
- Fall: Psyc 249 (Supervised Field Work in I/O Psychology (Internship))
Elective course
- Spring: Psyc 299 (Master's Thesis)

Elective courses include courses such as Psyc 272 (Training and Development), Psyc 273 (Seminar in Human Factors), and Psyc 293 (Organizational Development). Students may also take elective courses in other SJSU departments (i.e., Business, Communication Studies, Education), identified with the assistance of Program faculty.

Internship

Students are required to complete an internship in a supervised field setting, typically working on a long-term part-time or short-term full-time basis, the goal of which is to apply the knowledge and skills learned in their formal coursework. We have found that students have been able to obtain meaningful internship positions in many of the largest, most well known corporations in Silicon Valley. Furthermore, these internships may result in the student being offered a full-time permanent position. Listed below is a partial list of organizations that have recently sponsored internships:

- Advanced Micro Devices
- Apple Computers
- Applied Materials
- City of San Jose
- The Gap
- Kaiser Medical Corporation
- National Semiconductor
- Hewlett Packard
- Pacific Gas and Electric (PG&E)
- Sun Microsystems
- Target
- Valley Transit Authority (VTA)

Projects completed by recent interns include:

- Analyzing all the awards given in a particular year as a function of job level, award amount, and award description, and implementing a new policy around award distribution
- Developing and delivering an in-house training program containing communication/diversity/respect/teambuilding with training manual
- Developing and delivering an in-house training on sexual harassment to managers
- Analyzing Human Resources data and tracking workforce-related goals to integrate them into Electronic Data Systems (EDS)
- Helping to develop an HR Optimization Model (HROM) which integrated company and industry standard HR analytics from multiple sources

Thesis

As a culminating experience, each student must complete a master's thesis, following all University and Psychology Department guidelines and requirements (a detailed description is available from the Psychology Department). The thesis is an original empirical research project conducted with the assistance of a three-person faculty committee. Titles of recent completed theses include:

- Relationships among perceived ethnic discrimination, job attitudes, and behaviors
- Predicting work and organizational engagement with workplace and personality variables
- Comparing Generation X and Generation Y on work-related beliefs
- Discreet emotions: Difference between organizational citizenship behaviors and workplace deviance
- Effects of telework and remote management on job performance outcomes
- Time allocation: A measurement tool of productivity in the workplace

Time Commitment to the Program

Because students are expected to receive their degrees in two years, we have found this to be difficult for students who are working full-time, especially if they have inflexible work schedules. Although most courses are taught in the late afternoon/early evenings, this is not always the case. Many students do work part-time, although their schedules must be able to accommodate the coursework, internship, and thesis requirements. Students failing to make satisfactory progress towards completion of program requirements may be subject to probation or dismissal.

UNDERGRADUATE PREPARATION FOR ADMISSION

The Psychology Department requires all applicants for the I/O Program to have completed at least 30 semester units of coursework in Psychology-related classes. Applicants for the I/O program are expected to have completed a number of the following undergraduate courses:

- industrial/organizational psychology
- personnel psychology
- management or organizational psychology
- psychological research methods
- psychological testing and measurement
- statistics

In addition, completion of courses from the following list of topics is desirable:

- organizational behavior
- human resource management
- social psychology
- personality psychology
- clinical/counseling psychology
- analysis of variance (ANOVA) and/or correlation
- computer applications in psychology or the social sciences

The precise mix of undergraduate courses depends on each applicant's interests and goals. We also recognize that many undergraduate programs do not offer extensive course offerings in I/O psychology. Students facing that situation are encouraged to take related courses in their business school or other social science departments. Also, other factors such as relevant research, volunteer, or professional experience will be taken into consideration in the admissions process.

APPLICATION AND ADMISSION INFORMATION

To be eligible for consideration for the I/O Program, the candidate must:

1. Have completed either a baccalaureate degree in psychology or any baccalaureate degree and 30 semester units in psychology.
2. Have a minimum grade point average (GPA) of 3.0 (on a 4-point scale) in psychology coursework and in the last 60 semester (90 quarter) units of undergraduate coursework.
3. Submit an application to the Psychology Department (information about the application packet can be found at <http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm>).
4. Submit an application to the SJSU Graduate Admissions and Program Evaluations (GAPE) Office (<http://www.csumentor.edu/> and <http://www.sjsu.edu/gape>)

Detailed information about applying to the I/O Program may be found at http://www.sjsu.edu/psych/docs/io/IO_Application.pdf. Please note that the deadline for submitting materials to the Psychology Department has historically been February 1st. Applicants are responsible for checking with the Psychology Department for current application deadlines and to confirm that their files are complete.

The I/O Program traditionally accepts 10-12 students each fall; we do not offer mid-year (Spring) admissions. In the past, students have been admitted from a number of universities throughout the country and abroad, representing a wide variety of educational and cultural backgrounds. Unfortunately, due to the limited number of spaces available, as well as the demands of the program, not all students meeting minimum requirements can be selected. Applicant strengths in certain areas may offset weaknesses in other areas. Also, applications may be supplemented by such things as published or presented papers, or evidence of professional accomplishments relevant to I/O Psychology.