

# Master of Science in

# Industrial and Organizational Psychology

San José State University



## Mastering Your Future in Psychology in the Workplace

### Overview of I/O Psychology and Our Program

The purpose of Psychology is to scientifically study individuals' behaviors and mental processes.

The purpose of Industrial/Organizational (I/O) Psychology is to apply psychological theory, research, and methodologies to the work setting.

I/O psychologists contribute to an organization's success by improving the performance and well-being of its people.

The MS in I/O Psychology provides graduate students a fundamental grounding in theory, research, and application in the field of I/O Psychology. The program promotes the scientist-practitioner model.

### **Your Objective and Our Program**

#### • **To succeed in industry or a research setting**

The program emphasizes the mastery of statistical and methodological procedures, research and internship experiences, and critical thinking.

The I/O program teaches students to appreciate:

- (a) the theoretical and practical value of pure and applied research
- (b) the practical needs of organizations to benefit from scientific research methods and findings as well as "clinical" skills and interventions
- (c) the impact that grappling with applied problems and solutions can have on the development of theory and methodology.

### Quick Facts

The I/O program is intended to prepare graduates for professional practice and the conduct of research in areas such as:

- Personnel selection, placement, and appraisal
- Training
- Organizational development
- Research design, data collection, and statistical analysis
- Survey design, administration, statistical analysis, interpretation, and feedback
- Job analysis and performance measurement
- Work motivation, stress, job satisfaction, and productivity
- Team building and self-managing work team design
- Diversity and culture

The program also enhances students' credentials when applying to I/O doctoral programs.

We expect that our graduates have the ability to read and critically evaluate literature in the field, and apply that knowledge to applied settings.

In short, our ideal graduate is broadly educated, critically minded, and has the ability to ethically apply theory to practice in an organizational setting.

### Where do Our Graduates Gain Employment?

Apple Computers	Oracle Corporation
Applied Materials	Price Waterhouse Coopers
eBay	Sun Microsystems
Gap Inc.	Target
Intel Corporation	Xilinx

### What are some Job Titles of I/O Psychologists?

*Research Associate, Senior Researcher, Specialist, Manager of Human Resources, Organizational Development, Employee Relations, and Training and Development*

*Director, Manager of Private research and consulting companies*

## Specific Course Requirements

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### REQUIRED I/O COURSES

PSYC 270	Seminar in Industrial/Organizational Psychology
PSYC 271	Seminar in Applied Psychology of Human Resources
PSYC 240	Applied Psychometrics
STAT 235	Multivariate Methods
PSYC 249	Supervised Fieldwork in I/O Psychology (Internship)
PSYC 299	Master's Thesis

### ELECTIVE I/O COURSES

PSYC 273	Seminar in Human Factors
PSYC 293	Organizational Development
PSYC 296	Stress
PSYC 272	Training and Development
STAT 125	Analysis of Variance (ANOVA)

## To Be Eligible for Consideration

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- i. 3.0 GPA Minimum GPA last 2 years of coursework (60 semester or 90 quarter units) *AND* Minimum 3.0 GPA Psychology coursework
- ii. BA/BS in Psychology *OR* any BA/BS degree *AND* 30 semester units in Psychology
- iii. Official transcripts of any relevant college academic work.
- iv. A statement of purpose describing your interest in I/O Psychology, reasons for pursuing graduate education, and educational and career goals within and beyond the program.
- v. A resume detailing educational, work, and other relevant activities and experience.
- vi. A writing sample on a topic closely related to I/O psychology. The paper should demonstrate the ability to think and write clearly about theoretical, research, and/or practical issues and should adhere to the style prescribed in the APA publication manual.
- vii. Three letters of recommendation addressing your (a) quality of performance, (b) degree of initiative, and (c) level of interpersonal skills.
- viii. ETS reports of Graduate Record Examination (GRE) Aptitude test scores (we do not require scores from the Advanced Test in Psychology).
- ix. Meet all SJSU University graduate admissions requirements

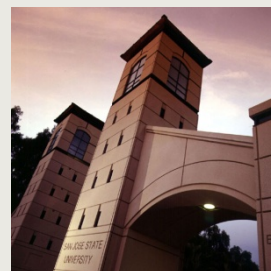
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## How To Apply

Two separate applications must be submitted: one to the Psychology Department and one to the University. Departmental applications are accepted for the Fall semester only and can be obtained online.

You must:

1. Submit a university graduate application and meet the University Graduate Studies admissions requirements.  
Visit <http://www.sjsu.edu/gape/>.
2. Submit the MS I/O Psychology Program Application to the Psychology Department by February 1<sup>st</sup>.  
Visit <http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm>.



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## Why San Jose State University?

San José State University, located in the Silicon Valley, offers students the excitement of studying at a large metropolitan campus where many cultures meet.

The location of San Jose State University affords many opportunities for the practice of I/O psychology. Past students have held internships and/or received employment in organizations throughout Silicon Valley,

On average, there are 12 students in each entering class. The ratio of students to I/O faculty is currently 3 students for each faculty member.

The cost of tuition for graduate study at SJSU continues to be among the lowest available in the country.

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