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

• Work engagement and motivation
• Job satisfaction and productivity
• Organizational development
• Diversity and culture
• Job analysis, competency modeling, and performance management
• Employee selection, placement, compensation, and appraisal
• Training and development
• Research design, data collection, and data analysis
• Survey research

The location of San Jose State in the heart of Silicon Valley affords many opportunities for the practice of I/O psychology. Past students have held internships or received employment in organizations such as Apple, Google, HP, The Gap, Oracle, Lawrence Berkeley Labs, Cisco Systems, Intuit, PG&E, SAP, Stanford University Medical Center, and Electronic Arts.

Typical positions appropriate for program graduates are in medium to large-sized corporations (traditionally in Human Resources departments), governmental departments and agencies, and human resources or management consulting firms. The program also prepares students to pursue doctoral-level training in I/O psychology.

Purpose and Goals of the M.S. Program

The main purpose of I/O Psychology is to apply psychological theory, research, and methodologies to organizational settings. As such, the M.S. I/O program at San Jose State has three main goals for its students:

• To acquire knowledge in key content areas in I/O psychology
• To develop skills in research methodology and data analysis
• To apply the knowledge and skills acquired in their coursework to organizational situations

The M.S. I/O program strives to instill the values of the scientist-practitioner model, which is to have students understand and appreciate theory and research as they apply their knowledge and skills to the needs and challenges of organizations. As such, our ideal graduate is broadly educated, critically minded, and has the ability to ethically apply theory and methods to real-world settings.
Coursework
The M.S. I/O degree requires 30 units of graduate-level coursework that consists of both required and elective courses. The required courses give students an intensive introduction to critical topics and issues in I/O psychology, whereas the electives provide the opportunity to explore one's areas of interest. The classes are designed to provide a balance of theory, methodology, and application, often involving guest speakers and class-wide projects with local organizations.

Required Courses (18-21 Units)
Program of Study

<table>
<thead>
<tr>
<th>Course</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>Seminar in I/O Psychology</td>
<td>3</td>
</tr>
<tr>
<td>Seminar in Personnel Psychology</td>
<td>3</td>
</tr>
<tr>
<td>Applied Psychometrics</td>
<td>3</td>
</tr>
<tr>
<td>Multivariate Analysis</td>
<td>3</td>
</tr>
<tr>
<td>Supervised Fieldwork in I/O Psychology (Internship)</td>
<td>3</td>
</tr>
<tr>
<td>Master’s Thesis</td>
<td>3-6</td>
</tr>
</tbody>
</table>

Elective Courses (9-12 Units)
Examples of elective courses (note: electives may be taken in other SJSU departments)
- Organizational Development
- Training Development
- Advanced Statistics

Supervised Fieldwork (Psyc 249)
Students are required to complete an internship in a supervised field setting, typically working for 6-12 months on a part-time or full-time basis. The goal of the internship requirement is to have students apply the knowledge and skills learned in their formal coursework. Students in the I/O program have obtained internship positions in a variety of organizations in Silicon Valley and the San Francisco Bay Area.

Master’s Thesis (Psyc 299)
As a culminating experience, each student must complete a master’s thesis, following all University and Psychology Department guidelines and requirements. The thesis is an empirical research project conducted with the assistance of a three-person faculty committee.

To be Eligible for Consideration, you must:
1. Have the equivalent of a U.S. baccalaureate degree (BA/BS) and a minimum of 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 semester (90 quarter) units of undergraduate coursework.
3. Meet all University Graduate Studies admissions requirements (http://www.sjsu.edu/gape/).
4. Submit an application to the Psychology Department by the posted deadline.
5. Submit an application to the University by the posted deadline.

How to Apply
Information about the I/O Program is available at http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm. Information about applying to the University may be found at: http://www.csumentor.edu/admissionapp/grad_apply.asp and http://www.sjsu.edu/gape/prospective_students/.

Separate applications must be submitted to both the Psychology Department and the University’s Graduate Admissions and Program Evaluations (GAPE) Office. Applications are accepted for the Fall semester only - the deadline for applying is February 1st.

Why San José State University?
One of the 200 top research universities in the nation, SJSU offers rigorous course work and research opportunities to more than 30,000 undergraduate and graduate students in seven colleges. San Jose State University's location in the Silicon Valley makes it an exceptionally rewarding learning environment for students. Silicon Valley firms and agencies seek SJSU students for internships, summer work programs and for assistance with research and development projects. Silicon Valley firms employ more graduates from SJSU than from any other university in the nation.