PROGRAM OVERVIEW

The mission of the Master of Science (M.S.) program in Industrial/Organizational (I/O) Psychology at San Jose State is to provide students an intensive grounding in theory, research, and application in the field of I/O Psychology. The main purpose of I/O Psychology is to apply psychological theory, research, and methodologies to organizational settings. Consequently, the M.S. I/O program at San Jose State has three primary 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: 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.

The I/O program is intended to prepare graduates for professional practice or academic study 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, CPUC, 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.

Detailed information about the I/O program (including application materials) may be found at [http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm](http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm). Inquiries about the program are welcome and may be directed to

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PROGRAM REQUIREMENTS

Coursework

The M.S. I/O program 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.

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)

Examples of elective courses include Psyc 272 (Training and Development), Psyc 276 (Groups at Work), 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.

**Supervised Field Work (Internship) (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 is to have students 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:

- Adobe
- Advanced Micro Devices
- Applied Materials
- City of San Jose
- Kaiser Medical Corporation
- NASA Ames Research Center
- National Semiconductor
- New United Motor Manufacturing (NUMMI)
- Pacific Gas and Electric (PG&E)
- SAP
- Sun Microsystems
- Valley Transit Authority (VTA)
Projects completed by recent interns include:

- Studying telecommuting and telecommuters for determination of appropriate usage and organizational policy
- Developing instruments to evaluate training outcomes for an international training consulting firm
- Analyzing and reporting a major insurance company's employee opinion survey
- Analyzing a large employee data-base to investigate career progression patterns of male and female managers in a Fortune 500 company
- Developing and administering a wellness program to city employees
- Writing an employee handbook for the San Francisco Opera Company

Master’s Thesis (Psyc 299)

As a culminating experience, each student must complete a master's thesis, which is an original empirical research project conducted with the assistance of a three-person faculty committee. Titles of recent completed theses include:

- Perceived organizational support and counterproductive work behavior: How personality moderates the relationship.
- Investigation of the curvilinear job performance-voluntary turnover relationship and various moderating effects in the technology industry.
- Effects of middle management support for improvement on perceived organizational performance capabilities.
- Relationships among perceived ethnic discrimination, job attitudes, and behaviors.
- Examination of the relationship between user participation and technology acceptance in post-implementation.
- The role of perceived organizational support and career opportunities as moderators of the relationship between work engagement and job satisfaction.
- The effects of mere exposure on responses to foreign-accented speech.

Time Commitment to the Program

Because students are expected to complete the program 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 many of the following undergraduate courses:

- industrial/organizational psychology
- management or organizational psychology
- psychological research methods
- psychological testing and measurement
- elementary and intermediate statistics
In addition, completion of courses from the following list of topics is desirable:

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

The precise mix of undergraduate courses depends on each applicant’s interests and goals. We 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.

Please note that, in the admissions process, factors such as relevant research, volunteer, or professional experience will be taken into consideration, and applicant strengths in some areas may offset weaknesses in others. Also, applications may be supplemented by such things as published or presented papers, or evidence of professional accomplishments relevant to I/O Psychology.

**APPLICATION AND ADMISSION INFORMATION**

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

1. Have completed either a baccalaureate degree (BA/BS) in psychology or any baccalaureate degree and 30 semester (45 quarter) 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. Meet all University Graduate Studies admissions requirements (http://www.sjsu.edu/gape/).

4. Submit an application to the I/O program (information about the application packet can be found at [http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm](http://www.sjsu.edu/psych/GraduatePrograms/industrialpsych/index.htm).

5. Submit an application to the SJSU Graduate Admissions and Program Evaluations (GAPE) Office ([http://www.csumentor.edu/AdmissionApp](http://www.csumentor.edu/AdmissionApp) and [http://www.sjsu.edu/gape](http://www.sjsu.edu/gape))

Please note that the deadline for submitting materials to the Psychology Department has historically been February 1st, with applications only accepted for the Fall semester (we do not offer mid-year (Spring) admissions). Applicants are responsible for checking with the Psychology Department for current application deadlines and confirming that their applications are complete.

The I/O Program traditionally accepts 10-12 students; 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. In some cases, applicants may be conditionally admitted to the I/O Program with the provision that they complete specified undergraduate requirements.