

# Industrial-Organizational Psychology (IOPY)

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## **IOPY 5500. Statistical Methods in Psychology. 3 Hours.**

Prerequisite: Open to graduate students from any major. Univariate and bivariate statistical methods for research in the behavioral sciences.

## **IOPY 5800. Industrial/Organizational Psychology. 3 Hours.**

Prerequisite: Open to graduate students from any major. Theory and application of psychological principles to industrial and organizational settings.

## **IOPY 7050. Consulting in Industrial-Organizational Psychology I. 3 Hours.**

Prerequisite: Admission to MS Psychology-Industrial Organizational program or Permission of Instructor. An introduction to the fundamentals of consulting in the field of Industrial-Organizational Psychology. Students work together on consulting initiatives, developing the necessary skills and knowledge to be successful as consultants.

## **IOPY 7060. Consulting in Industrial-Organizational Psychology 2. 3 Hours.**

Prerequisite: Admission to MS Psychology-Industrial Organizational program or Permission of Instructor. An advanced course on career consulting in the field of Industrial-Organizational Psychology. Students lead teams to accomplish consulting initiatives, developing the necessary skills and knowledge to develop a consulting firm.

## **IOPY 7080. Group Dynamics. 3 Hours.**

Prerequisite: Admission to MS Psychology-Industrial Organizational Program or Permission of Instructor. An exploration of the interactions and processes that occur in groups and teams. The course covers the fundamental concepts, principles, and theories of teams and groups. Topics include group influence, group decision making, group conflict, power, leadership, and group performance.

## **IOPY 7090. Organizational Development. 3 Hours.**

Prerequisite: Admission to MS Psychology-Industrial Organizational Program or Permission of Instructor. An introduction to change and interventions in relation to individuals, groups, and organizations, including strategies for individual, interpersonal and group, and organizational change.

## **IOPY 7600. Personnel Selection. 3 Hours.**

Prerequisite: Permission of Instructor. This course addresses personnel selection from predictors to criterion measures of job performance; measurement issues; job and task analysis; and the legal and social context for the process.

## **IOPY 7610. Performance Appraisal. 3 Hours.**

Prerequisite: Permission of Instructor. Methods, theory, and applications in the measurement of work performance as related to administrative, developmental, and feedback functions.

## **IOPY 7690. Professional Issues in I/O Psychology. 3 Hours.**

Prerequisites: Permission of Instructor. Theory and application related to career development within the field of I/O psychology. Developing competencies across applied, academic, and service related sectors is emphasized.

## **IOPY 7961. I/O Psychology Practicum I. 3 Hours.**

Prerequisite: Admission to I/O Program and Advanced standing. Supervised training in an appropriate applied setting.

## **IOPY 7962. I/O Psychology Practicum 2. 3 Hours.**

Prerequisite: Admission to I/O Program and Advanced standing. Supervised training in an appropriate applied setting.

## **IOPY 8000. Research Design and Analysis. 3 Hours.**

Prerequisite: PSYC 5500 or permission of instructor. Design of experimental and correlational research, using univariate, bivariate, and multivariate techniques.

## **IOPY 8100. Research Methods in I/O Psychology. 3 Hours.**

Prerequisite: Admission to MS Psychology-Industrial Organizational Program or Permission of instructor. An exploration of topics in Industrial-Organizational psychology. Students work together in teams to conduct empirical investigations.

## **IOPY 8110. Psychometrics. 3 Hours.**

Prerequisite: Admission to MS Psychology-Industrial Organizational Program or Permission of Instructor. A study psychometrics including scale development, reliability, validity, and test use. Although advanced statistical knowledge is not required, all students should have a background in statistics, including ANOVA, correlation, and multiple regression. This course is open to graduate students only.

## **IOPY 8350. Psychology of Motivation. 3 Hours.**

Prerequisite: Advanced standing. Behavioral, cognitive, and physiological bases of motivation in theory and application.

## **IOPY 8360. Human Resource Development. 3 Hours.**

Prerequisite: Advanced standing. Development, administration, and evaluation of strategies and products utilized in the development of human resources in business, industrial, and educational settings.

## **IOPY 8370. Human Factors Psychology. 3 Hours.**

Human learning, performance, and cognition in the context of human-machine and human-environment systems and interactions.

**IOPY 8380. Employment Law and Personnel Practices. 3 Hours.**

A study of employment law and ethical principles as they relate to the practice of I/O psychology. Course content spans landmark labor and civil rights legislation (e.g., title VII, ADEA, FLSA, etc.), in addition to ethical standards and principles within the workplace.