

# MS in Organizational Psychology

The Master of Science in Organizational Psychology (<https://www.apu.edu/business/programs/masters-in-organizational-psychology/>) degree program prepares students to become effective organizational consultants (either internal or external to an organization). At the intersection of business and psychology, our blended learning experiences combine theoretical grounding and practical application. Students in this program demonstrate the ability to solve complex organizational challenges through assessment, data-driven decision making, and other organizational effectiveness tools. Innovative curriculum produces scholar-practitioners who are competent and confident working in organizations to create a people strategy that aligns with the business strategy.

The expanding field of organizational psychology, sometimes referred to as industrial-organizational psychology, or the study of people's attitudes, feelings, and behaviors in the workplace, calls for individuals prepared to help organizations and businesses flourish. You can complete the MS in Organizational Psychology program in a little over a year, quickly elevating your earning potential and distinguishing yourself as a qualified and confident practitioner-scholar in one of the most exciting and fastest-growing fields in America.

## Highlights

Through the program, you'll learn to:

- Diagnose organizational health
- Develop and implement change initiatives
- Conduct job analysis and craft job descriptions
- Increase employee morale and expand retention strategies
- Advance performance management programs
- Generate and direct effective succession plans
- Hire, train, and develop talent
- Advise, coach, and build successful teams

## Certificates, Credentials, and Microcredentials

Today, employers are looking for new hires with technical skills and also leadership abilities such as innovative decision making and executive coaching. MS in Organizational Psychology students have the opportunity to earn industry-valued, internationally recognized certificates, credentials, and microcredentials that can be added to résumés and uploaded to online portfolios, certifying and showcasing these skills and abilities to potential employers.

## Career Opportunities

The demand is high and continues to rise for those who possess a master's degree in organizational psychology. Current research trends project two available jobs for every individual applying to work in this lucrative field centered on understanding and improving the workplace environment. People with an organizational psychology degree pursue careers in a variety of fields including academic/educational settings, business, churches, health care, government, and nonprofits. The following list highlights a few specific job titles: talent acquisition coordinator/manager; organizational development director; head of people and culture; organizational consultant; executive/leadership coach; diversity, equity, and inclusion (DEI) leader; human resources manager or director; human resources generalist; training and workplace learning manager; people analyst; and social science researcher.

## Requirements

The Master of Science in Organizational Psychology (<https://www.apu.edu/business/programs/masters-in-organizational-psychology/>) program includes 13 courses (41 units), all of which are required for the degree. There are no electives.

Code	Title	Units
OPSY 501	Introduction to Organizational Psychology	3
OPSY 502	Organizational Ethics	3
OPSY 505	Individual and Team Assessment	3
OPSY 510	Organizational Assessment and Interventions	3
OPSY 515	Coaching Techniques and Application	3
OPSY 520	Consultative Applications of Organizational Psychology	3
OPSY 534	Organizational Systems: Theories of Change	3
OPSY 542	Organizational Implications of Diversity	3
OPSY 590	Statistics for Research in Organizations	3

OPSY 595	Introduction to Thesis in Organizational Psychology	4
OPSY 596	Thesis in Organizational Psychology: Data Collection and Analysis	4
MGMT 516	High-Performance People Management	3
<b>Choose one of the following:</b>		<b>3</b>
OPSY 592	Research Methodology and Survey Applications	
MGMT 515	Applied Research and Analysis	

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**Total Units**
**41**

## Admission

University graduate admission and program-specific requirements must be met before an application is complete (see Admission to the University (<http://catalog.apu.edu/admissions/>)). **Program-specific application requirements are available online (<https://www.apu.edu/graduateprofessional/apply/>).**

International students should contact Graduate and Professional Admissions (<https://www.apu.edu/graduateprofessional/apply/>) for application procedures.

## Course Attendance and Schedule

The collaborative learning process that characterizes the organizational psychology program requires that students be prepared to contribute value to class discussions and to the broader learning community based on their experiences. As such, class attendance is an important aspect of commitment to the program, and absences from class are not appropriate except in cases of emergency. Students should notify instructors of planned absences as soon as possible and make arrangements with other students to get notes and assignments.

## Commissioning Ceremony

Preceding each commencement, the School of Business and Management holds a commissioning ceremony for graduating students and their families. This event includes an achievement awards ceremony, words to live by, student remarks, and a time of prayer and commissioning for each graduate.

## Outstanding Thesis Award

At each commissioning ceremony, graduate faculty may honor a single graduate with the distinction of Outstanding Thesis Award. The award is primarily based on the quality of research study conducted during the thesis process, the written paper, the oral defense presentation, and the original contribution the study makes to the field of organizational psychology. The study's contribution to furthering the Kingdom of God is also considered.

## Graduation

In order to graduate, students must complete the required courses with an overall grade-point average (GPA) of at least 3.0. Students may participate in the graduation ceremony once all coursework is complete and the thesis has been defended and approved.

All organizational psychology students are required to complete the library publication of their final thesis paper. This process commences following the student's oral defense and must be completed within 6 months. A student's official degree will not be posted, nor will a diploma be mailed, until the publication process is complete.

## Program Learning Outcomes

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Students who successfully complete this program shall be able to:

1. Explain the theoretical constructs of organizations in relation to the attitudes, feelings, and behaviors of those who work in the organization.
2. Utilize research and diagnostic tools to develop the competencies needed as an organizational consultant.
3. Construct organization development interventions using experience-based models and simulations.
4. Approach individual and organizational wellness through a holistic perspective framed through a Christian worldview.