Master of Science (MS) in Psychology with a specialization in Industrial/Organizational Psychology
Master of Science (MS) in Psychology with a specialization in Industrial/Organizational Psychology

The master’s Industrial/Organizational Psychology specialization is for learners who are interested in the application of industrial/organizational behavior principles and research found in the workplace and other organizational settings. Learners practice the application of leadership theories, group development, motivation and workplace performance, conflict resolution, and organizational processes in pursuit of entry-level to mid-management positions in business services, consulting, human resources, teaching, training and development, and organizational administration. The requirements for this specialization are not intended to prepare graduates for licensure as professional counselors or psychologists.

Career Information

**RELATED EMPLOYMENT SETTINGS TO EXPLORE**

- Community college
- Corporation
- Land-based or online college or university
- Military
- Industrial setting
- Government—local, state, federal
- Corporation
- Organizational consulting firm
- Land-based or online college or university
- Military
- Research organization
- Industrial setting
- Health care
- Organizational consulting firm
- Government—local, state, federal
- Nonprofit organization
- Health care

**RELATED JOB TITLES TO EXPLORE***

- Manager or director of training
- Adjunct or part-time faculty
- Manager or director of human resources or organizational development
- Instructor
- Assessment specialist
- Research associate
- Manager or director of labor relations
- Executive leadership coach (internal or external)
- Self-employed
- Organizational consultant (internal or external)

**SPECIALIZATION OUTCOMES**

- Understand scientific merit of the industrial/organizational professional literature
- Apply ethical principles and standards of psychology to academic and professional activities
- Understand, respect, and respond to individual differences and diversity in the practice of industrial/organizational psychology
- Accurately select, administer, score, and interpret psychological tests in the workplace
- Communicate psychological concepts effectively using the professional standards of the discipline

*These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title.\n
This guide is intended to provide an overview of the specialization and is subject to change. Your enrollment counselor can provide updates, details, and Capella’s official University Catalog that specifies your program requirements.
## Curriculum

- 11 required courses
- Total program credits: 55 quarter credits

### CORE COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSY5002</td>
<td>Foundations of Theory and Practice for Master's Psychology Learners*</td>
<td>5 quarter credits OR</td>
</tr>
<tr>
<td>PSY5005</td>
<td>Foundations of Theory and Practice for Master's Psychology Learners*</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY7610</td>
<td>Tests and Measurements</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY7860</td>
<td>Survey of Research Methods</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY7864</td>
<td>Quantitative Design and Analysis</td>
<td>5 quarter credits</td>
</tr>
</tbody>
</table>

### SPECIALIZATION COURSES

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSY7210</td>
<td>Lifespan Development</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY7543†</td>
<td>Ethics and Multicultural Issues in Psychology</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY8711</td>
<td>Principles of Industrial/Organizational Psychology</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY8720</td>
<td>Psychology of Leadership</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY8730</td>
<td>Consultation Psychology</td>
<td>5 quarter credits</td>
</tr>
<tr>
<td>PSY8740</td>
<td>Industrial/Organizational Psychology Practices in Human Resource Management</td>
<td>5 quarter credits</td>
</tr>
</tbody>
</table>

*Taken during the learner’s final quarter:

PSY5201† Integrative Project for Master’s Degree in Psychology . . 5 quarter credits

*Learners who may need additional support developing graduate-level academic and professional writing skills are placed in PSY5005.

†Denotes courses that have prerequisite(s). Refer to the course descriptions for further details.

---

The courses in this program may require live web conferencing activities and/or learner audio/video recordings. Learners who require assistive technology or alternative communication methods to participate in these activities should contact Disability Services to request accommodations.
Core Course Descriptions

**PSY5002  Foundations of Theory and Practice for Master's Psychology Learners**

In this course, learners acquire the ability to navigate the Capella courseroom and use the resources that support academic success, including the library and writing center. Learners identify and practice the academic requirements (including APA style and formatting) necessary to successfully complete the Master's degree program in their chosen specialization; review their specialization's requirements, associated professional roles and organizations, and ethics and professional standards; and articulate a professional identity based on master's-level psychology or counseling training. **For MS in Psychology and MS in Clinical Psychology learners only. Learners may earn credit for either PSY5002 or PSY5005, but not both. Must be taken during the learner's first quarter. Cannot be fulfilled by transfer.**

**PSY5005  Foundations of Theory and Practice for Master's Psychology Learners**

In this course, learners acquire the ability to navigate the Capella courseroom and use the resources that support academic success, including the library and writing center. Learners identify and practice the academic requirements (including APA style and formatting) necessary to successfully complete the Master's degree program in their chosen specialization; review their specialization's requirements, associated professional roles and organizations, and ethics and professional standards; and articulate a professional identity based on master's-level psychology or counseling training. **For MS in Psychology and MS in Clinical Psychology learners only. Learners may earn credit for either PSY5002 or PSY5005, but not both. Must be taken during the learner's first quarter. Cannot be fulfilled by transfer.**

**PSY7610  Tests and Measurements**

This course focuses on essential concepts, principles, applications, and social and theoretical issues of psychological testing. Learners gain understanding in the construction of tests; analyze the development and use of tests in measuring aptitudes, achievement, attitudes, interests, and personality; and identify underlying theories of various tests. Learners analyze the characteristics desired in psychological and educational tests, with particular emphasis on reliability and validity, and examine best practices and professional standards for educational and psychological testing, including test bias and fairness. In addition, learners study the role of technology in delivery, administration, scoring, and interpretation of tests.

**PSY7860  Survey of Research Methods**

Learners in this course critically evaluate research in order to gain an understanding of the scientific methods of inquiry and the ethical considerations of research. Learners focus on becoming educated consumers and creators of research. Learners also use their research design skills to analyze and apply research methodologies, validity, reliability and other components of scientific research related to their field of interest.

**PSY7864  Quantitative Design and Analysis**

In this course, learners investigate the fundamental concepts needed to conduct quantitative research. Learners examine and apply quantitative research techniques; appropriate applications of quantitative research; research design, measurement, and analysis, and their associated interdependencies; variable types and levels of measurement; sampling; descriptive and inferential statistics; and hypothesis testing. Learners define the strengths and limitations of descriptive statistics, analyze the quantitative scales of measurement, review the logic of probability and null hypothesis testing, and leverage technology when applicable. Learners also determine the steps necessary to ensure human subjects protection, and consider methodological adaptations when conducting research with vulnerable and diverse populations.
Specialization Course Descriptions

PSY7210  Lifespan Development  5 QUARTER CREDITS
In this course, learners gain and apply knowledge of lifespan development from infancy through adulthood, including human development processes and milestones. Learners evaluate theories and approaches for examining human development and analyze human development processes related to their specialization.

PSY7543  Ethics and Multicultural Issues in Psychology  5 QUARTER CREDITS
In this course, learners analyze multicultural perspectives and factors such as ethnicity, socioeconomic status, and gender, and their influences on the ethical behavior of psychology professionals. Learners evaluate and articulate multicultural issues within the context of different settings and practice applying ethical reasoning principles and standards within their profession. Prerequisite(s): PSY5002 or PSY5005 or PSY8002.

PSY8711  Principles of Industrial/Organizational Psychology  5 QUARTER CREDITS
In this course, learners identify and confirm theories and research of industrial/organizational psychology. Learners examine and explain the various psychological constructs affecting individuals, groups, teams, and organizations in the workplace and assess diversity and ethical principles as they relate to decision-making processes. Learners also evaluate the differences between industrial and organizational psychology and implement various assessment methods, models, and interventions applicable across workplace settings.

PSY8720  Psychology of Leadership  5 QUARTER CREDITS
This course provides a comprehensive review of leadership theories and factors, including leader development, leadership styles, and multicultural issues relevant to leadership in various settings. Learners research and evaluate leadership principles and apply leadership theory to clinical, counseling, educational, organizational, and sports settings. Learners examine case studies; investigate and evaluate the processes and best practices of leader development; analyze their own leadership strengths; and relate this knowledge to their professional practice.

PSY8730  Consultation Psychology  5 QUARTER CREDITS
Learners in this course evaluate current theories of psychological consultation and analyze the variety of roles and interventions that engage psychological consultants in an applied setting. Learners examine psychological consultants’ contributions to clinical, educational, industrial, and organizational settings and demonstrate the competencies required to evaluate and conduct psychological consultancy services through applied case work, practice, and self-appraisal. Other course topics include consultation ethics, models of consultation research, and the dynamics of the consultant-client relationship.

PSY8740  Industrial/Organizational Psychology Practices in Human Resource Management  5 QUARTER CREDITS
Learners in this course analyze psychologically based methods, tools, and practices used in industrial/organizational psychology, including needs assessment, personnel selection, job analysis, performance management and appraisal, organizational functioning, motivation, training, and management, in the context of their application to human resource management. Learners identify the underlying psychological theories, research, and approaches related to human resource management and synthesize these theories and research to develop evidence-based application grounded in science and scholarship. Throughout the course, learners gain and demonstrate a working knowledge of organizational systems and culture.

PSY5201  Integrative Project for Master’s Degree in Psychology  5 QUARTER CREDITS
In this course, learners demonstrate mastery of knowledge, scholarship, and research proficiency in their chosen specialization. Learners apply ethical principles to academic and professional activities and effectively articulate psychology concepts using the discipline’s standards. For MS in Psychology learners only. Must be taken during the learner’s final quarter. Prerequisite(s): All required and elective coursework. Cannot be fulfilled by transfer.
### Recommended Course Sequence

This recommended course sequence assumes learners take two courses per quarter. Some learners elect to take fewer or more based on workload and the amount of time available for graduate study. On-time completion for this specialization is 11 active quarters.

<table>
<thead>
<tr>
<th>YEAR 1</th>
<th>COURSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1</td>
<td>PSY5002 Foundations of Theory and Practice for Master's Psychology Learners* OR PSY5005 Foundations of Theory and Practice for Master's Psychology Learners*</td>
</tr>
<tr>
<td>Q2</td>
<td>PSY7610 Tests and Measurements \nPSY7210 Lifespan Development</td>
</tr>
<tr>
<td>Q3</td>
<td>PSY7864 Quantitative Design and Analysis \nPSY8711 Principals of Industrial/Organizational Psychology</td>
</tr>
<tr>
<td>Q4</td>
<td>PSY7860 Survey of Research Methods \nPSY7543 Ethics and Multicultural Issues in Psychology</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>YEAR 2</th>
<th>COURSES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q5</td>
<td>PSY8730 Consultation Psychology \nPSY8720 Psychology of Leadership</td>
</tr>
<tr>
<td>Q6</td>
<td>PSY8740 Industrial/Organizational Psychology Practices in Human Resource Management</td>
</tr>
<tr>
<td>Q7</td>
<td>PSY5201 Intergrative Project for Master's Degree in Psychology</td>
</tr>
</tbody>
</table>

*Learners who may need additional support developing graduate-level academic and professional writing skills are placed in PSY5005.*
There are many financial aid options available to help you offset tuition costs.

Contact an enrollment counselor at 1.888.CAPELLA (227.3552) to discuss your financial aid opportunities.

Digital course materials covered by the quarterly resource kit fee offer advantages such as immediate mobile access to books; fast, easy full-text search of materials; digital note-taking; and peer collaboration through note sharing.

---

**Tuition and Fees**

This tuition estimate is effective July 10, 2017, and is subject to change. For current pricing, visit the Capella University website at www.capella.edu.

<table>
<thead>
<tr>
<th>TUITION/FEE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition per credit</td>
<td>$485</td>
</tr>
<tr>
<td>Resource kit per quarter</td>
<td>$160</td>
</tr>
</tbody>
</table>

---

**Financial Aid**

Capella University offers assistance to learners who qualify and would like to secure educational funding to help finance their academic program. A number of options are available, given the diverse needs and backgrounds of prospective learners. Options include:

- Federal Direct Stafford Loan Program
- Federal Direct PLUS Loan Program
- Non-federal loans through preferred lenders and financial institutions
- Capella scholarships
- External scholarships
- Veterans’ educational benefits and U.S. armed forces discounts
- Corporate and higher education alliances
- Employer tuition reimbursement

Regarding loan programs, interest rates for Stafford student loans are low compared to other types of consumer loans, and repayment can be deferred until after graduation. In compliance with federal and state laws, Capella University has established policies for all learners regarding satisfactory academic progress, which is necessary for financial aid eligibility.
Academic Leadership

Andrea Miller, PhD
Dean
Andrea Miller is the dean of the Department of Psychology in the Harold Abel School of Social and Behavioral Sciences at Capella University. Dr. Miller has worked as a member of the Capella undergraduate psychology department since 2010 and has taught online since 2005. Her professional background includes work as a psychologist in the public schools and as a psychologist and supervisor for non-profit clinics. She specializes in working with children and families as well as individuals of all ages with intellectual and/or developmental disabilities. Dr. Miller is licensed as a psychologist in three states, licensed as a specialist in school psychology, and a human services board certified practitioner. She is active in psychological associations and served as President of the Georgia Psychological Association from 2013–2014. Dr. Miller holds a PhD in Counseling Psychology from Texas Woman’s University and a BA in Psychology from the University of Michigan.

Jeanie Whinghter, PhD
Faculty Chair
Jeanie Whinghter is faculty chair of the General and Industrial/Organizational Psychology specializations within the Harold Abel School of Social and Behavioral Sciences. She has been with Capella since 2014 and has been working in the domain of online education since 2008. Dr. Whinghter has worked with Capella learners in a variety of capacities, ranging from FlexPath and regular classroom instruction to dissertation supervision and comps assessment. Dr. Whinghter holds a PhD in Industrial and Organizational Psychology from Bowling Green State University, an MS in Industrial and Organizational Psychology from Clemson University, and a BA in Psychology from Emory University. Her specialization area is occupational health psychology, which focuses on manifestations of stress and wellness within the workplace. Dr. Whinghter’s professional background includes both internal and external consulting, with a balance between corporate and academic domains for application of research. She specializes in organizational needs analysis, survey design/implementation, organizational intervention initiatives, and evaluation processes.
Move Forward with Capella University

WORKING SCHOLARS
Capella provides an online, flexible learning environment for working adults who are also determined scholars. That connection between academic and professional work infuses the entire Capella experience—from the faculty we recruit to the course projects you complete. The theories discussed in the classroom are designed to develop working knowledge for everyday situations.

AN ACCREDITED UNIVERSITY
Our accreditation* is an assurance to students, employers, and the public that Capella University meets or exceeds established standards for quality of faculty, curriculum, and learner services. It is also an important factor in the ability to transfer credits among higher education institutions. Regional accreditation, the type held by Capella, is the most common type for major public, state, and private institutions in the United States.

VALUING YOUR KNOWLEDGE AND EXPERIENCE
Adults bring a wealth of experience and learning to their education. Capella courses are designed to bring out your perspectives just as you gain from others’ ideas. Your knowledge can also be worth time and money: An enrollment counselor can help you estimate how much of your prior learning may apply toward your Capella degree program.

*ACCREDITATION
Capella University is accredited by the Higher Learning Commission.

HIGHER LEARNING COMMISSION
https://www.hlcommission.org
800.621.7440

© 2017 Capella University. All rights reserved.

Important Information about the educational debt, earnings, and completion rates of students who attended this program: http://capellaresults.com/assets/includes/gainfulemployment/cta/GE/GE15/masters/MS_PSych_IO_Psych_gedt.html.