

Industrial/Organizational Psychology

Master of Applied Industrial/Organizational Psychology (MAIOP)

Develop your practical skills and knowledge to improve workplace performance and productivity



Overview

This Master of Applied Industrial/Organizational Psychology (MAIOP) degree program studies the behavior of individuals in businesses and organizations to determine how to improve performance and productivity for an organization. You will discover how to use research and measurement skills to solve practical workplace issues and to apply the principles of psychology to human resources and leadership challenges within an organization. This degree is practitioner-oriented, providing practical knowledge and skills that focus on research and consulting. Through this program you will learn how to:

- Recruit, select, and retain high quality employees
- Identify training and development needs
- Create, implement, and manage employee and leadership development programs
- Address complex issues such as workplace diversity and anti-discrimination policies
- Design and manage employee opinion and job satisfaction surveys
- Analyze the effectiveness of workplace programs
- Assess employee performance
- Research and improve the quality of work environments

Specific Admission Requirements

- A bachelor's degree from a regionally accredited institution
- A 3.0 GPA on all undergraduate course work
- A grade of B or higher for an undergraduate course in industrial psychology, organizational psychology, human resource management (business), or organizational behavior (business)
- A grade of B or higher for an undergraduate course in statistics
- GRE General Test and Psychology Subject Test scores

Program Completion Requirements

- 38 graduate credit hours
- This is a course work only degree and does not require completion of a thesis

Time Frame

This degree can be completed in two years, and summer courses are required.

Contact Us

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For more information

www.online.colostate.edu/degrees/io-psychology/



Degree Requirements and Curriculum

The Master of Applied Industrial/Organizational Psychology (MAIOP) program requires you to complete 38 graduate credit hours. The degree can be completed in six semesters, taking two courses per semester, although program duration may vary depending on your previous course work, intensity of study, and course availability. Summer courses are required to complete the program.

The courses in this program provide a comprehensive curriculum in industrial/organizational psychology, with a strong emphasis on quantitative research methods. You may also have opportunities to tailor additional course work to meet your individual objectives and future employment or educational plans.

Fall Courses

- PSY 647 – Applied Industrial Psychology (3 cr.)
- PSY 662 - Applied Psychological Research Methods I (4 cr.)
- PSY 665 – Applied Psychological Issues and Methods (3 cr.)
- PSY 667 – Competency Modeling and Criterion Development (3 cr.)

Spring Courses

- PSY 605 – Applied Measurement Theory (3 cr.)
- PSY 648 – Applied Organizational Psychology (3 cr.)
- PSY 660 – Applied Cross-Cultural Industrial/Organizational Psychology (3 cr.)
- PSY 663 – Applied Psychological Research Methods II (4 cr.)
- PSY 666 – Succession Planning & Leadership Development (3 cr.)
- PSY 668 – Workforce Training and Development (3 cr.)

Summer Courses

- PSY 660 – Applied Cross-Cultural Industrial/Organizational Psychology (3 cr.)
- PSY 661 – Applied Organizational Development (3 cr.)
- PSY 663 – Applied Psychological Research Methods II (4 cr.)
- PSY 665 – Applied Psychological Issues & Methods (3 cr.)
- PSY 666 – Succession Planning & Leadership Development (3 cr.)
- PSY 669 – Capstone: Practicum and Skills Development (3 cr.)

"Time flew as I progressed through classes with the help of a great counselor, knowledgeable faculty and interesting, challenging, and fulfilling classes"
- Sandra Bailey, Graduate -



Career Opportunities

With a Master of Applied Organizational/Industrial Psychology, you will find outstanding employment prospects in fields such as:

- Human resources and personnel selection
- Compensation, benefits, and job analysis
- Training and training evaluation
- Organizational development
- Succession planning and leadership development
- Instructional coordination
- Research and academia

The job market in this field is strong. Data from the Bureau of Labor Statistics shows that the field of industrial/organizational psychology has growing demand and offers well-paid opportunities.

Who should earn this degree?

Individuals interested in developing a scientific approach to improving workplace performance and productivity, including:

- Human resource professionals
- Consultants
- Organizational development practitioners
- Trainers and instructional designers