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 that organization. Learn 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 focusing on research and consulting.

Through our industrial/organizational psychology graduate 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

Industrial/Organizational Psychology offers exciting career opportunities for individuals with master’s level training. Our online program not only provides a convenient way to learn the latest theories and professional tools, but it also will prepare you for entry into the global workplace.

Kurt Kraiger, Ph.D.
Professor of Psychology
Minimum Admission Requirements

• A bachelor's degree from a regionally-accredited institution
• A 3.0 GPA on all undergraduate coursework
• 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 and Psychology Subject Test scores
  • The GRE General Test is required of all applicants.
  • If you have an undergraduate degree in psychology or have completed an IOP graduate certificate from CSU, the psychology subject test is not required.
  • GRE Subject Test scores can be provided after the application deadline, but GRE General scores must be provided before the deadline.
  • A GRE Preparation course is available face-to-face and online through CSU.

Completion Requirements

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

Curriculum

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 coursework 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 Research Design (3 cr.)
• PSY 667 – Competency Modeling and Criterion Development (3 cr.)

Spring courses
• PSY 648 – Applied Organizational Psychology (3 cr.)
• PSY 605 – Applied Measurement Theory (3 cr.)
• PSY 660 – Applied Cross-Cultural Industrial/Organizational Psychology (3 cr.)
• PSY 668 – Workforce Training and Development (3 cr.)

Summer courses
• PSY 663 – Applied Psychological Research Methods II (4 cr.)
• PSY 661 – Applied Organizational Development (3 cr.)
• PSY 666 – Succession Planning and Leadership Development (3 cr.)
• PSY 669 – Capstone: Practicum and Skills Development (3 cr.)

The M.A.I.O.P. program is structured around an active learning model with real and embedded simulations to provide critical core industrial/organizational psychology knowledge and skills development.

You and your fellow students are grouped into virtual consulting teams and, with the support of course facilitators, complete a series of projects each semester. For example, your team may design a leadership development program or conduct an organizational diagnosis. The applied projects, assignments, and courses are uniquely designed to prepare you for a career in industrial/organizational psychology.