

Western Michigan University  
College of Arts and Sciences  
Department of Psychology

**INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY MASTER'S PROGRAM**  
(36 HOURS)

The master's degree program in Industrial/Organizational Psychology is a 36-credit hour program. It prepares students, through a combination of classroom and practical training, for human resource management positions in business, government and human service organizations. Students may elect a program of study that enables them to enter the work force after graduation or enter a Ph.D. program for advanced study. Information about the program and faculty can be obtained from the following web site: <http://www.wmich.edu/psychology>.

Graduates are qualified to fill a variety of jobs in organizations, including positions concerned with personnel training, productivity, safety improvement, quality enhancement, process improvement, and organizational development. Positions are usually found in human resource departments within organizations or in consulting firms. Starting salaries for individuals with a master's degree usually range from \$50,000-\$55,000. A Ph.D. is not necessary for many of the positions in this field, although it enhances job opportunities, particularly in consulting. Many of our graduates pursue doctoral training in the behavior analysis program at WMU with the same faculty members who advised them in the MA program.

There are two options in the program that students may choose, depending upon their career objectives: the thesis option or the practicum option. Students indicate the option they prefer when applying to the program. Students may also indicate "either" if undecided about their professional career goals. Students admitted to the thesis option conduct a 6-credit hour research study. Students admitted to the practicum option complete two required practicum courses. Students admitted into one option may switch to the other option after admission if their faculty advisor approves that change.

The conceptual basis of the program is behavior analysis. Thus, environmental-change strategies that facilitate human performance are emphasized throughout the curriculum. These include interventions such as task clarification, job aids, training, work measurement systems, goal setting, feedback, reward systems, work process analysis and redesign, and organizational systems analysis and redesign.

An undergraduate major in psychology is preferred, and a minimum of 15 undergraduate credit hours in psychology and 3 hours of statistics is required. Preferred qualifications include a minimum GPA of 3.0 and minimum scores of 500 on the Verbal and Quantitative sections of the GRE. Other admission criteria taken into consideration include letters of reference, research and work experience, social and professional skills, and the extent to which the applicant's interest matches the program's offerings and strengths.

Students are admitted once a year. The application deadline is January 20, for enrollment the following fall semester.

Students must complete a minimum of 36 credit hours with a minimum grade of B in each course. Course-work is divided into six competency areas: Industrial/Organizational Psychology, Behavior Analysis, Research Methods, Professional Ethics, Research and Practice, and Electives.

**COMPETENCY I: INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY: 9 CREDIT HOURS**

PSY 6430, Personnel Selection and Placement. This course teaches students the legal requirements for personnel selection systems, and how to design and evaluate the adequacy (reliability and validity) of personnel selection and placement instruments.

PSY 6440, Personnel Training and Development. This course emphasizes the principles of behavior analysis as they apply to learning as well as techniques and administrative procedures used in the development of human resources at all levels.

PSY 6450, Psychology of Work. This course examines human behavior in organizations from a behavioral psychology perspective. Topics include: the history of industrial/organizational psychology, work motivation, performance analysis, work measurement systems, goal setting, feedback, and management reward systems.

## **COMPETENCY II: BEHAVIOR ANALYSIS: 6 CREDIT HOURS**

PSY 6100, Experimental Analysis of Behavior. This course surveys the concepts and principles of behavior analysis and respondent conditioning, and behavioral applications and research.

PSY 6510, Behavioral Systems Analysis. This course trains students to apply behavioral systems analysis concepts to the design of systems which yield objective measures of critical organizational business indices.

## **COMPETENCY III: RESEARCH METHODS: 6 CREDIT HOURS**

PSY 6340, Experimental Design and Analysis I. Topics in this course include statistical decision theory, one factor analysis of variance, multiple comparison procedures, factorial designs, randomized block designs, and basic issues in experimental design.

PSY 6080, Research Methods in Applied Behavior Analysis. This course examines research methodology and strategies, emphasizing the areas of measurement, reliability, and single subject research. Students are required to write a research proposal that conforms to the American Psychological Association style. In addition, several areas of current research in behavior analysis will be studied.

## **COMPETENCY IV: PROFESSIONAL ETHICS: 3 CREDIT HOURS**

PSY 6050, Professional and Ethical Issues in Psychology. This course addresses the standards and contemporary issues affecting professional conduct. The topics to be covered revolve around ethical conduct in practice and research as well as the decision-making foundations for resolving ethical issues. Selected legal issues affecting professional practice are also addressed.

## **COMPETENCY V: RESEARCH AND PRACTICE: 6 CREDIT HOURS**

### THESIS OPTION:

PSY 7000, Master's Thesis (6 hours). The student completes a research thesis of publishable quality. A written proposal must be approved in advance by the student's three-person committee and an oral defense of the final written thesis is required.

### PRACTICUM OPTION:

Required, PSY 5470, Practicum: Organizational Performance Improvement. This course trains students to apply the principles of behavior analysis to solve specific organizational problems. Students conduct a performance improvement project in a local organization and empirically evaluate the results.

One of the following two practicum courses:

PSY 5480, E-learning Practicum. This course trains students to apply behavioral and learning principles to the design and evaluation of education and training programs delivered via computer or over the web. Students develop and evaluate a training program.

PSY 6520, Systems Analysis Practicum. This course trains students to integrate behavior analysis and systems analysis to design, create, and manage human performance systems. Students complete a systems analysis project in a local organization.

## **COMPETENCY VI. ELECTIVE COGNATES: 6 CREDITS**

Electives may be taken within the Psychology Department or in other departments; however, all electives must be approved by the student's major advisor in advance.

# Supplemental Application for the Masters Program in Industrial Psychology

Complete this form in addition to the Graduate Admission and Psychology Dept. applications **ONLY** if applying to the MA program in Industrial/Organizational Psychology and return by January 20 to the Psychology Department.

<b>Name</b>	<b>SS#</b>
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1. What behavior-analysis courses have you taken?		
Course Name	Professor	Grade

2. What behavior-analysis books have you read?	
Author	Book title

3. What behavior-analysis experience have you had?		
Name or description of the job, research project, or applied project	Your Position	Months of participation

4. What general (nonbehavior-analytic) research experience have you had?		
Name or description of the research project	Your Position	Months of participation

**5. Why are you interested in this program at WMU?**

- the location of your current job
- you have friends or family near by
- its emphasis on behavior analysis
- other (please explain)

**6. Will you be able to attend school full-time?**

**7. On graduation, do you plan to**

- work full time?
- pursue a Ph.D., then work as a consultant or practioner?
- pursue a Ph.D., then teach at a college/university?
- other (please specify)

# Brosnan Memorial Scholarship Application

The Brosnan Memorial Scholarship is awarded to a student in the Industrial/Organizational Psychology master's program. The minimum amount of the award is \$1,000.00 for the academic year, although up to \$4000.00 may be awarded, funds permitting. The amount will be applied to tuition and fees. Preference will be given to students who have completed 12 credit hours within the program.

- Eligibility Requirements:**
- A minimum undergraduate grade point average of 3.25
  - Full-time enrollment in both the Fall and Winter semesters; 9 credit hours per semester or 6 credit hours per semester if the student has a 20 hour assistantship.

Name	Address	Phone Number

1. Undergraduate grade point average \_\_\_\_\_
2. If you have completed courses in the Industrial/Organizational Psychology master's program provide:
  - a. number of credit hours you will have completed by the end of the winter semester in which you are applying \_\_\_\_\_
  - b. your graduate grade point average \_\_\_\_\_
  - c. the graduate courses that you will have completed

School	Course Name	Grade

**On a separate sheet of paper (please type):**

1. Your current interests in the field of industrial/organizational psychology.
2. Your long term professional goals.
3. Describe any activities that indicate your interest in and commitment to the field of organizational behavior management. These may include projects at your place of employment, consulting, and/or participating in research and practicum work.

**Please attach your vita and a copy of your transcripts**

Return completed application form or the information on a separate piece of paper by **April 1** to:

Alyce Dickinson, Ph.D.  
 Department of Psychology  
 Western Michigan University  
 Kalamazoo, MI 49008-5439