Industrial/Organizational Psychology
Master of Art Program
University at Albany

The curriculum for the M.A. program in Industrial & Organizational Psychology follows the guidelines for master's level education developed by the Society for Industrial-Organizational Psychology (SIOP). It is a competency-based program, designed to provide students with the knowledge, skills, behavior, and capabilities necessary to function as a master's level I-O practitioner or to continue with graduate studies at the doctoral level. These competency areas will be covered through a combination of formal course work, student-initiated research (optional Master's thesis), and supervised experience (e.g., field research, internships, practica).

Application Requirements for the Industrial and Organizational Psychology M.A. Program

All applicants must submit the following:
- Graduate Application
- Official transcripts of all undergraduate and graduate coursework
- General GRE
- GRE Psychology Subject Test (not required, but strongly recommended)
- Three Letters of Recommendation
- Personal Statement

Although an undergraduate degree in psychology is not required, applicants will be required to demonstrate satisfactory completion of 15 credit hours of psychology courses including a statistics and methodology course.

The deadline for the application to the M.A. program is MARCH 1. Please see our listing on the SIOP webpage (www.siop.org, choose “for students”, and then use search engine to find our program) for information regarding average size of incoming class, GPA, GREs, etc.
Degree Requirements for the M.A. in Industrial-Organizational Psychology

36 hours of graduate credit are required, including the following:

1. Statistical Methods and Research Methodology (6 credits, required):
   APSY 501 Statistics for Industrial and Organizational Psychology (3 credits)
   and APSY 738 Research Methods in Industrial and Organizational Psychology (3 credits)

2. Core Content Courses (12 credits, required):
   APSY 641 Survey of Organizational Psychology, APSY 752 Personnel Psychology, APSY 753 Psychometric Theory and Research, and APSY 758 Foundations of Industrial and Organizational Psychology

3. Approved Psychology Seminars (12 credit hours required)

4. Electives. Six (6) credits of any combination of Master’s Thesis, Practicum in Organizational Research, core Psychology Classes, Management classes in the School of Business (must be approved by the area head), or advanced coursework in Psychology.

5. Satisfactory completion of a written comprehensive examination

The program is designed to allow students to finish the requirements for the Master’s degree in two years. A typical academic plan for a full-time student might be as follows:

**Fall First Year**
- Foundations of I-O
- Research Methods
- Applied Statistics

**Spring First Year**
- Personnel Psychology
- Psychometrics
- Organizational Psychology

**Fall Second Year**
- Training
- Work Motivation
- Practicum: OutMatch

**Spring Second Year**
- Performance Appraisal
- Diversity and Discrimination
- Seminar/Elective
**Practicum:** Starting in the fall of the second year all I/O psychology graduate students are encouraged to take a practicum with Outmatch, a consulting company that provides applicant assessment and selection services to a variety of organizations ([https://www.outmatch.com/](https://www.outmatch.com/)). The University at Albany has provided scientific services to Outmatch since its founding in 2008 (first called cheque.d.com). Through the practicum students gain experience with a wide variety of I/O psychology techniques and practices.

**Philosophy of the I/O Psychology MA Program.** We are committed to providing a personal, high quality, master’s education. We keep class size small to ensure personal attention – on average, only six to ten MA students join the program each fall. Furthermore, all graduate students, both in the Ph.D. and M.A. program, take the same classes, resulting in high quality courses with multiple perspectives.

**CAREERS**
Our alumni currently hold a wide range of positions. Some example positions include:

- Consultant – AMG Consulting
- Client Results Manager – Chequed.com
- Personnel Psychologist – Internal Revenue Service
- Associate Assessment Specialist – Port Authority of NY & NJ
- Senior Analyst - Mercer
- Organizational Surveys & Insights Analyst- Towers Watson
- HR Recruiter- Wegmans Food Markets
- Consultant- I/O Solutions
- PhD student- Washington State University
- Senior Personnel Examiner- New York State Department of Civil Service
- HR Specialist- Yoh, A Day & Zimmermann Company
- Research Associate - HumRRO
- HR Specialist - Amazon

**INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY FACULTY**

**Kevin J. Williams, Ph.D.,**
**Professor, Dean of Graduate Education, and Vice Provost**
**University of South Carolina**

*Work motivation; Self-regulation models of human motivation and task performance; Performance evaluation; worker satisfaction and job attitudes; work and family issues; occupational stress*
Sylvia Roch, Ph.D.
Associate Professor, Director of Graduate Education for Psychology, and Area Head of the Organizational and Industrial Psychology Program
Texas A & M University
Performance appraisal & management; organizational justice; group decision making

Jason Randall, Ph.D.
Assistant Professor
Rice University
Self-regulation of attention; Training and learning; Personnel selection and testing.

Dev Dalal, Ph.D.
Assistant Professor
Bowling Green University
Judgment and decision making; Employee recruitment and selection; Measurement, research, and quantitative methods.

Ho Kwan Cheung, Ph.D.
Assistant Professor
George Mason University
Workplace diversity and discrimination; Work-family interface; employee well-being

Selected Recent Publications of Industrial/Organizational Faculty and Graduate Students


Hurtz, G. M., & Williams, K. J. (2009). Attitudinal and motivational


Tziner, A., & Roch, S. G. (2016). Disappointing interventions and weak criteria: Carving out a solution is still possible. Industrial and Organizational Psychology: Perspectives on Science and Practice.
COURSES IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

**APSY 501 Applied Statistics for Industrial and Organizational Psychology (3)** Emphasis placed on the statistics typically used by applied Industrial and Organizational Psychologists.

**APSY 613 Multivariate Analysis (3)** An overview of multivariate statistical methods as they pertain to psychological research. Techniques discussed include: multiple regression; MANOVA/MANCOVA, exploratory factor analysis, confirmatory factor analysis, path analysis, discriminant analysis; logistic regression, survival analysis, and multidimensional scaling.

**APSY 614 Meta-Analysis (3)** Covers such substantive issues as: rationale for meta-analysis; estimation of study effect size; combining results of experimental studies; combining results of correlational studies; moderator variable analysis.

**APSY 641 Survey of Organizational Psychology (3)** Advanced survey of theory and research on the behavior of individuals and groups in organizations. Topics include organizational design, group processes and decision-making, organizational theory, and employee attitudes.

**APSY 668 Group Dynamics (3)** Analysis and evaluation of concepts, hypotheses, techniques, and results of research in group dynamics. The study of the following group processes: communication, decision making, cooperation and competition, cohesion, social facilitation and inhibition, leadership and group roles.

**APSY 736 Research Methods in Psychology (3)** Introductory, graduate-level treatment of a variety of research-related issues germane to psychology and closely related disciplines. The topics considered include the scientific method, elements of the research process, alternative strategies for operationalizing variables, sampling, psychometrics, experimental research, non-experimental research, research artifacts and non-traditional research.
**APSY 751 Work Motivation (3)** Provides a knowledge of human motivation as it affects organizational processes. Emphasis on major theories of human motivation and the relation between motivational process and organizational variables. Other issues include job design, reward systems, and social influences on motivation.

**APSY 752 Personnel Psychology (3)** Advanced survey of theory, research, and applications in major topical areas of personnel psychology. Topics covered should include: performance appraisal, personnel selection, training and development, uses and development of psychological tests, and human engineering.

**APSY 753 Psychometric Theory and Research (3)** Major emphasis on classical and modern measurement theories and their applications. Includes psychological construct measurement, scale construction, and recent developments such as Item Response Theory.

**APSY 754 Training, Evaluation, and Development in Organizations (3)** Psychological principles and methods for planning and analysis of training performance in an organizational development framework. Needs assessment; computer assisted simulation, and behavior modification approaches to training; training and transfer effects; design and experimental evaluation of training techniques.

**APSY 756 Practicum in Organizational Research (3-4)** Supervised field project in which students work as members of a team on an organizational problem requiring research and/or practical skills.

**APSY 757 Performance Appraisal/Performance Management (3)** This seminar covers traditional areas of performance appraisal and management, such as psychometric issues associated with ratings, rater training, and rater cognitive processes, along with some recent advances, such as the importance of rater attitudes and the rating context.

**APSY 759 Occupational Health Psychology (3)** Occupational health psychology (OHP) is an emerging area focusing on the psychological factors involved in employee well-being. The purpose of this course is to provide an overview of and promote critical thinking about the applications of psychology toward understanding the impact of the workplace on employee stress, health, and safety.

**APSY 780 Selected Topics in Industrial and Organizational Psychology (3)**

**APSY 781 Current Topics in Industrial and Organizational Psychology (1)**