

Missouri University of Science and Technology Applied Workplace Psychology Graduate Certificate

Offered by the Department of Psychological Science

Overview

This certificate program is designed to provide formalized education in the area of Industrial-Organizational Psychology in order to assist in preparing effective workplace leaders and personnel. The four courses included in the curriculum are all part of the first year sequence for students enrolled in the I-O M.S. degree. The Applied Workplace Psychology Certificate Program is open to all persons holding a B.S., M.S., or Ph.D. degree in Psychology, Business, or a related field. Once admitted to the program, the student must take the four designated courses (provided in the curriculum section). In order to receive a graduate certificate, the student must have an average cumulative grade point of 3.0 or better in the certificate courses. Once admitted to the program, a student will be given three years to complete the program.

Curriculum

Students must complete the following four psychology courses.

Fall Courses

PSYCH 5020 – Introduction to I-O Psychology

PSYCH 5210 – Advanced Research Methods in I-O

Spring Courses

PSYCH 5601 – Advanced Group Dynamics

PSYCH 5700 – Job Analysis and Performance Management

Entrance into the M.S. Graduate Program:

Students admitted to the Applied Workplace Psychology Certificate Program will have non-degree graduate status, however, they will earn graduate credit for the courses they complete. If the student completes the four-course sequence with a cumulative 3.0 GPA, they may be admitted to the M.S. degree program in Industrial-Organizational Psychology. Students must still go through the formal application process and may be expected to meet the other requirements for admission (except the GRE requirement). Should the student be accepted into the M.S. degree program, the certificate credits earned will count towards their master's degrees. Students who do not have all of the prerequisite courses necessary to begin the courses in the Applied Workplace Psychology Certificate Program will be allowed to take "bridge" courses (determined on a case-by-case basis) at either the graduate or undergraduate level to prepare for the formal certificate courses.

Applied Workplace Psychology Graduate Certificate Courses

PSYCH 5020: Introduction to Industrial-Organizational Psychology

Review of the most recent theoretical and applied research in advanced personnel and organizational psychology. Topics will include personnel selection, training and performance appraisal, job attitudes, motivation, work groups and teams, leadership, organizational culture, and organizational development. Prerequisite: graduate standing. (Offered both online and campus)

PSYCH 5210: Advanced Research Methods in I-O

Research methods and techniques, with an emphasis on conducting psychological research in organizational settings. Topics discussed include: ethics, reliability and validity in measurement and application, proper uses of experimental, quasi-experimental, and survey methodologies, as well as advanced methodologies IRT, SEM, HLM, and Meta-Analyses. Prerequisites: graduate standing. (Offered both online and campus)

PSYCH 5601: Small Group Dynamics

An in-depth review of the concepts and theories related to group dynamics. Topics include group goals, communication within groups, group structure, norms, leadership, decision making, controversy, conflict resolution, power, diversity issues, and team development. Students will consider theoretical implications and practical applications of topics in group dynamics in the form of independent reading, research proposals, and observational assignments. *Prerequisite: PSYCH 4601 or graduate standing.* (Offered both online and campus)

PSYCH 5700: Job Analysis and Performance Management

A focus on the scientific measurement of job performance. An in-depth discussion of the science and methods of appropriate job and task analysis will be discussed. Additionally, students will focus on current issues in performance management and appraisal including scientific findings related to both objective and subjective measures of performance in organizations. Prerequisite: Psych 4700 or graduate standing. (Offered both online and campus)