



MASTER OF SCIENCE DEGREE IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

The Master of Science program in Industrial/Organizational (I/O) Psychology is designed to prepare students for meaningful careers by understanding and applying psychological principles to the workplace through concepts like personnel selection, leadership behaviors, and training and development. The program seeks to engage students in academic and applied learning experiences to make meaningful contributions to organized life. The program instills professional skills through meaningful coursework, relevant research, and professional internships.

Program Overview

The M.S. in I/O Psychology provides students with a broad theoretical background in different psychological perspectives that underlie the framework of organizational processes. Our coursework integrates engaged learning practices, faculty-mentored research, and supervised field experience. As a result, the program provides exceptional training for students as they continue their careers in research, consultation, teaching or general employment in organizations, both in the public and private sectors.

Students will gain proficiency in core I/O areas:

- Attitude theory, measurement, and change
- Career development
- Criterion theory and development
- Groups and teams
- Human performance
- Individual assessment
- Individual differences
- Job evaluation and compensation
- Job/task/work analysis, competency modeling, and classification
- Judgement and decision-making
- Leadership and management
- Occupational health and safety
- Organization development and theory
- Performance appraisal/management
- Personnel recruitment, selection, and placement
- Training: theory, delivery, program design, and evaluation
- Work Motivation

Convenient Schedule

The Masters in I/O Psychology is a hybrid program, meaning students will meet face to face and online, providing a flexible schedule toward completing the program. There are no weekend classes. This accelerated degree can be completed in two years.

Learning Outcomes

Through small class sizes, students gain a complete comprehension of statistical methodologies, theoretical perspectives, and current research in the field that will prepare them to work in various human resource functions in organizations and/or to pursue further educational goals. Courses focus on social-behavioral sciences that provide students with the knowledge to approach common issues in the workplace. This unique perspective to the industrial workforce brings value to various industries that employers frequently seek.

Mission Statement

To prepare students for meaningful careers in the field through understanding and applying psychological principles to the workplace. The program seeks to engage students in academic and applied high impact learning experiences to enable students to make meaningful contributions to organized life.

The program endeavors to instill professional skills through meaningful coursework, relevant research, and professional internships.



WE EQUIP OUR I/O PSYCHOLOGY SCHOLARS WITH A STRONG FOUNDATIONAL KNOWLEDGE IN HUMAN BEHAVIOR TO APPLY SOLUTIONS IN THE WORKPLACE. OUR PROGRAM CATERES TO THE EVERYDAY PROFESSIONAL WHO WISHES TO APPLY THEORIES IN ORGANIZATIONAL DEVELOPMENT, CAREER DEVELOPMENT, DECISION THEORY, CONSUMER BEHAVIOR, AND SMALL GROUP PROCESS TO ADVANCE IN THEIR FIELD OR INDUSTRY.

– Patrick Smith, Ph.D. Professor of Psychology

Faculty Strengths

The psychology department consists of a diverse group of published, research-oriented professionals who devote themselves to the mentorship of students. In addition to industrial and organizational psychology, our faculty members have expertise in the areas of experimental psychology, social behavior, gender diversity, law and human behavior, and legal and criminal psychology. Our professors are deeply committed to student success, academic excellence, and provide every student with positive, engaged learning experiences.

Academic Advisor

The moment you enroll, you'll be assigned an academic advisor to see you through your experience from start to finish. This advisor will help you develop an educational plan that matches your schedule and priorities.

Program Requirements

A. First Year

Fall

PSY 6100	Statistics and Research Methods I
PSY 6150	Industrial Psychology

Spring

PSY 6200	Statistics and Research Methods II
PSY 6250	Organizational Psychology

Summer

PSY 6350	Personnel Selection
PSY 6450	Leadership

B. Second Year

Fall

PSY 6300	Workplace Motivation
PSY 6400	Training and Development
PSY 6960 or 6971	Internship or Thesis I

Spring

PSY 6500	Special Topics in I/O Psychology
PSY 6960 or 6971	Internship or Thesis II

Admission Requirements

- Completed online application
- Official transcripts of all academic work
- A bachelor's degree from a regionally accredited college or university with an earned GPA of 3.00+
- Current Résumé
- Letter of Reference
- Personal statement that reflects your interest in industrial/organizational (I/O) psychology program and in our program, specifically. Your essay should not exceed 2000 words, and it should be organized in a well-written format that clearly addresses all of the following questions:
 1. Why are you interested in the MS I/O psychology program?
 2. How do your interests in I/O psychology relate to your career goals?
 3. Describe any experiences that have prepared you for success in our program.
 4. Explain how your knowledge, skills, and abilities align with our program and our program's mission statement.

Application materials can be submitted electronically to evening@flsouthern.edu or mailed directly to:

Office of Adult and Graduate Admission

Florida Southern College
111 Lake Hollingsworth Drive
Lakeland, FL 33801

Next Steps

- Talk to your admission counselor about what Florida Southern has to offer you
- Attend an information session
- Complete the application online at www.flsouthern.edu/apply
- For more information, please call 863.680.4205

