




School of Graduate
and Professional
Education



Master of Science (MS) in Organizational Psychology

The MS in Organizational Psychology is a new and dynamic program that provides a unique bridge between the knowledge base and scientific methods of psychology and the practical skills required in order to investigate issues of critical relevance to individuals, organizations, and society. 21st century work and organizations of all kind are evolving and changing more rapidly than ever. Understanding and managing those changes effectively is at the heart of Organizational Psychology.



Deree – The American College of Greece is accredited
by the New England Commission of Higher Education.



Master of Science (MS) in Organizational Psychology

Overview

The MS in Organizational Psychology advocates the scientist-practitioner model in the application of psychology to critical contemporary issues, such as creating fair, inclusive and meaningful workplaces, where employees can thrive and employers can develop evidence-based and innovative human capital tools, practices and solutions. The curriculum provides in-depth knowledge of the main elements of the field, ranging from assessment and selection through to motivation and group work in organizations, health and wellbeing, career coaching, lifelong and organizational development. Furthermore, the role of diversity and inclusion in modern organizations is examined with a special focus on identifying exclusionary practices and designing training programs. In addition, contemporary questions are addressed around the future of work and the technological transformations that alter the dynamics of jobs, workers and organizations, such as:

- How does the use of new methods in employee selection, such as computer games and data science, affect the process of selection and candidate experience?
- How can we use artificial intelligence, ethically and without bias, in people decisions?
- How does the relationship between individuals and technology affect their well-being at work?

Student & Graduate Profile

The program is ideal for psychology graduates and graduates with a social science background interested in studying the application of psychological principles in organizational settings and developing problem-solving skills related to human behavior in work environments.

The program attracts students from other backgrounds as well. Depending on their previous studies, applicants who do not hold a first degree in Psychology may be asked to demonstrate competence and coursework in Introduction to Psychology, Research Design and Behavioral Statistics. Otherwise, applicants may be asked to complete courses of the Graduate Certificate in Psychology ([link](#)), which provides them with the basic foundations required to enter the program.

Program Structure

Students must successfully complete 12 graduate-level courses, representing a total of 36 US credits. Students must choose either the Thesis or the Capstone.

Curriculum

Required Courses

- Applying Psychology at Work
- Analysis of Behavioral Data
- Personality at Work
- Psychological Assessment & Measurement
- Human Behavior in Organizations
- Selecting, Developing and Retaining Talent
- Health & Wellbeing at Work
- Group Processes & Interventions
- Diversity & Inclusion in Organizations
- Ethics in Organizational Psychology
- Negotiation & Conflict Resolution Skills Workshop
- Coaching & Career Counseling

Thesis in Organizational Psychology
Or
Capstone in Organizational Psychology

Learning Outcomes

Upon successful completion of this program, participants should be able to:

- Illustrate critical understanding of the core theories, trends and empirical findings in organizational psychology.
- Develop a comprehensive understanding of practices and interventions in organizational psychology, synthesizing research data, contextual information, and ethical and professional challenges.
- Critically evaluate a wide variety of evidence sources and interpret its implications for professional and ethical practice.

- Articulate problems using appropriate data and comprehensive psychological techniques.
- Design evidence-based practices and interventions at the individual, group and organizational levels, and assess their effectiveness.
- Formulate insights and communicate them effectively in written, oral or digital forms, in academic or organizational environments.
- Demonstrate advanced interpersonal and consultative skills to real-world problems.
- Examine research questions by developing relevant research designs, collecting suitable data and selecting and applying appropriate statistical techniques.
- Implement core ethical and sustainability principles underpinning professional practice.

Field Placement

The field placement provides students with the opportunity to function in a professional setting under supervision. The placement may occur in a kindergarten, elementary, high school, or community setting and thereby allows students to develop a professional role and actively participate in multidisciplinary settings.

Flexible Study & Course Duration

The program may be completed in one year (full-time) or up to three years (part-time). Classes run Mondays to Thursdays, 18:30-21:30. New students are admitted at the start of the fall, winter, and spring terms. Completing the program in one year is possible only for students who begin their studies in the fall term.

Career Services & Placement Opportunities

Deree graduate students receive support from the Office of Career Services, which help them connect with the 50,000 ACG alumni around the globe, expand their professional network, and gain access to various job positions. Our graduate students and alumni may also benefit from the Alba Graduate Business School Services, including career coaching, participation in career events and workshops, participation in the Alba Annual Career Forum, one-to-one career advice sessions, and a direct mail list for job posts and career advice.

Admission to Program

The minimum graduate admission requirements are:

- A Bachelor's degree in Psychology or other social science from an accredited institution; applicants with an undergraduate degree in a major other than Psychology have to demonstrate competence and coursework in Introduction to Psychology, Research Design and Behavioral Statistics. Courses on the above subjects are part of the curriculum of the Graduate Certificate in Psychology.
- Evidence of proficiency in the English language by submitting one of the following: TOEFL, IELTS, Proficiency.
- Motivation and maturity to undertake graduate-level study in Organizational Psychology to be determined by the interview and personal statement submitted with the application.

Tuition & Scholarships

Tuition is payable on a course by course basis. The School of Graduate & Professional Education offers scholarships covering a portion of the cost of tuition to all applicants who have demonstrated exceptional academic performance in their undergraduate studies. Financial assistance is also available to students needing help in meeting their educational expenses. A discount policy is also available for organizations and ACG alumni.

Why pursue an MA in Applied Educational Psychology at Deree

- Earn a degree with NECHE Accreditation and worldwide recognition.
- Benefit from an innovative curriculum incorporating simulations, practical workshops and case-based projects.
- Get advantage from a unique orientation towards the future of work.
- Acquire the necessary skills for an immediate contribution to the workplace through hands-on practice.
- Learn from the experienced faculty who combine academic research, rigor and practical expertise.
- Apply the knowledge and skills learned in the courses through the Capstone option.
- Develop your career with the support of the Deree Career Services and participation in the Deree and ALBA broad national and international professional networks.



Graduate Program Coordinator: Dr. Olivia Kyriakidou has been trained as a psychologist at the Aristotle University of Thessaloniki. After completing her MSc studies at the London School of Economics she pursued her PhD on Organizational Psychology at the University of Surrey. Dr. Kyriakidou has served as academic faculty in British and Greek Universities for more than 20 years teaching at the graduate, executive and undergraduate levels. More recently, she founded ImasterPA, a company that offers consulting and educational services in the area of People Analytics, Digital HR and management and leadership skills for the digital workspace. Her current research interests are focused on the field of equality, diversity and inclusion at work with a special interest on the remaking of the contemporary world of world and employment due to artificial intelligence, technology and automation. Dr Kyriakidou has been widely published at a number of international journals. Her book titled "Diffusion of innovations in health service organizations: A systematic literature review" has won the international EHMA Baxter Award.





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For more information on programs and online application
visit our website: www.acg.edu/graduate
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Deree – The American College of Greece accepts students of any race, color and national or ethnic origin and does not discriminate in its programs