

## MASTER OF SCIENCE (MS) IN ORGANIZATIONAL PSYCHOLOGY

### **OP 6005 APPLYING PSYCHOLOGY AT WORK**

**3 US CREDITS**

This course examines the science of people at work. It moves progressively through the scientific concepts, methods and research findings in Organizational Psychology. A full understanding of the interface between the organization, the job and its people and best practices in the world of work are emphasized. Topics include, although not exclusively, the understanding and knowledge of attitudes and emotions, how they are formed and measured and how they play a role within organizational settings. Theories of work behavior and activities at work, such as psychological capital, flow at work and job crafting, positive traits, job attitudes and occupational health will be discussed as well as how jobs can be changed to optimize individual performance and the wellbeing of the job incumbent. In addition, inter-individual processes will be explored that build human and social resources. Central within this module are the determinants and consequences of peoples' views on their work, work motivation, emotional labor and emotional intelligence.

### **OP 6010 ANALYSIS OF BEHAVIORAL DATA**

**3 US CREDITS**

The course deals with key questions such as 'What collected data tells us about the way people work?' and 'How do people work?' To answer these questions, students analyze data generated from instruments and tests reflecting various theories of work behavior, topics like job satisfaction, organizational commitment, work and health, performance appraisal, the influence of technology on work, etc. The course provides students with the essential conceptual knowledge to critically evaluate research findings and with the practical skills necessary to carry scientifically and ethically sound research projects.

### **OP 6015 PERSONALITY AT WORK**

**3 US CREDITS**

Personality is a key factor in the understanding of organizational behaviors and attitudes related to leadership, teamwork, stress, and job performance. The course focuses on the role of personality in understanding organizational and work behavior. It also reviews the latest advance in the use of personality assessment at work.

### **OP 6020 PSYCHOLOGICAL ASSESSMENT AND MEASUREMENT**

**3 US CREDITS**

This course surveys the theory and practice of psychological testing and measurement, the application of psychological tests and assessment in educational, clinical, and industrial/organizational settings, and offers both didactic and hands-on training in psychometric theory and techniques. Topics covered include history of psychological testing, controversies and ethical issues in testing and assessment; psychometric and test development principles and techniques (standardization and norming, reliability, validity, and utility; item analysis), selecting test instruments and applications in organizational settings and groups as well as how to construct surveys and conduct survey research for organizational change initiatives.

### **OP 6025 HUMAN BEHAVIOR IN ORGANIZATIONS**

**3 US CREDITS**

This course examines the interaction between people, structure, environment, and other organizational dimensions. It moves progressively through the individual, team and organizational levels of analysis, and draws on theories, concepts and practices that aim to explain human behavior in contemporary organizations. Topics include values at the workplace, leadership, conflict, power, performance management, culture, structure, and change. Students reflect on theory and practice so as to understand their own and other's behavior in organizations. Developing an in-depth understanding of how humans behave at work enables learners to choose and implement appropriate practices to achieve positive human outcomes and increase organizational effectiveness.

## **MASTER OF SCIENCE (MS) IN ORGANIZATIONAL PSYCHOLOGY**

### **OP 6030 SELECTING, DEVELOPING AND RETAINING TALENT**

**3 US CREDITS**

This course offers a critical analysis of employee and talent management practices and methods. It assists learners in reflecting on theory and practice from an ethical and professional standpoint. The course does not just focus on the practical aspects of attracting, selecting, developing, rewarding, and retaining talented employees, but also on strategic thinking in employee management so as to equip learners with the knowledge and skills required for resourcing and managing talent within a global context.

### **OP 6035 HEALTH & WELLBEING AT WORK**

**3 US CREDITS**

This course explores the role of health and wellbeing at work, in relation to organizational functioning and productivity. Drawing on key literature in the Organizational Psychology field, a major theme to investigate is work-related stress - examining its causes, consequences and effects at the individual, organizational, and societal levels. This module also assesses theoretical and practical issues of concern, covering thematic issues such as psychosomatic health in relation to counter-productive work behaviors, as well as identifying key preventative and intervention strategies to enhance overall health and wellbeing in the job.

### **OP 6040 LEARNING, TRAINING AND DEVELOPMENT**

**3 US CREDITS**

This course explores psychological approaches to learning, training and development in organizations to enable students to critically evaluate current concepts and techniques and apply them in a work setting. The course examines the activities and processes that impact on organizational and individual learning. It focuses on learning theories, skill acquisition and the organizational and social factors in training and development facilitating an understanding of individual development from both an organizational and personal perspective. The entire cycle of training and development will be examined from training needs analysis through design, implementation, transfer to evaluation, within the context of today's organizations and the global market. The course will also explore how training can be organized to bring about effective learning and look at psychological research on the role of different training media. All students engage in the development of trainer competencies through literature reviews and the design of training sessions based on case studies.

### **OP 6045 DIVERSITY AND INCLUSION IN ORGANIZATIONS**

**3 US CREDITS**

As organizations become increasingly diverse, people must constantly interact with peers, managers, and customers with very different backgrounds, experiences, and identities. Inclusive workplaces build on equity principles to create a culture of respect, involvement and success for both people and organizations. This course involves an examination of individual differences and group affiliations that create a diverse workforce. It examines what limits and promotes inclusion and what can be done to promote inclusive workplaces. The course deals with gender, ethnicity, age, sexual orientation, disability and religion among other categories of difference in the workplace as examined by social sciences and organizational studies.

### **OP 6050 ETHICS IN ORGANIZATIONAL PSYCHOLOGY**

**2 US CREDITS**

The course studies ethical and legal issues in the workplace and the role of organizational psychologists in fostering ethical behavior. It cultivates ethical awareness in issues pertaining to professionalism, training standards, recognizing limitations of practice, among others. The course studies ethical and legal issues in the workplace and the role of organizational psychologists in fostering ethical behaviour. It cultivates ethical awareness and teaches students ethical theories and how they can use them as tools of decision-making in issues as they arise in the domain of organizational psychology. Students are also introduced to the APA ethical principles and standards and learn how to apply professional codes of conduct to their work, including research, consulting, and assessment.

## MASTER OF SCIENCE (MS) IN ORGANIZATIONAL PSYCHOLOGY

**OP 6055 NEGOTIATION& CONFLICT RESOLUTION SKILLS WORKSHOP 1 US CREDIT**  
Workplace conflict is inevitable when employees of various backgrounds and different work styles are brought together for a shared business purpose. Conflict can be expressed in numerous ways such as insults, noncooperation, bullying and anger. The negative effects of workplace conflict can include work disruptions, decreased productivity, project failure, absenteeism, turnover and termination. Organizational psychologists and human resource professionals often become involved in settling workplace conflicts, they create conflict resolution programs and initiate employee communication on conflict. Strong negotiation skills and conflict resolution skills impact organizational psychologists' ability to resolve conflicts effectively. The workshop focuses on building practical skills in conflict resolution techniques and negotiation strategies.

**OP 6060 COACHING AND CAREER COUNSELING 3 US CREDITS**  
Career counseling and career development are a specialty area that set apart the field of counseling from other mental health professions. The purpose of this course is to provide students with an understanding of career counseling and career development and the role of the career counselor, with an emphasis on developmental life planning.

**OP 6380 THESIS IN ORGANIZATIONAL PSYCHOLOGY 3 US CREDITS**  
**Prerequisites:**  
OP 6010 ANALYSIS OF BEHAVIORAL DATA  
OP 6005 APPLYING PSYCHOLOGY AT WORK  
OP 6025 HUMAN BEHAVIOR IN ORGANIZATIONS

Students work independently and in consultation with a selected instructor who acts as their thesis advisor. Students are expected to develop their ideas and design a study based on their appreciation of the relevant literature. Students are required to present a research thesis proposal protocol to a two-member thesis committee and gain approval before proceeding with their study and collection of data for their Thesis. Research protocols involving the participation of human subject are submitted to the Institutional Review Board for approval before data collection. Students work closely with their thesis advisor on the completion of the thesis, which is evaluated by the additional reader. An oral defense of the thesis is scheduled after its submission. The thesis should demonstrate in-depth knowledge of the topic, evidenced by a thorough literature review and display of critical thinking skills, and by the demonstration of basic competencies in research design, data analysis, and interpretation.

**OP 6285 CAPSTONE IN ORGANIZATIONAL PSYCHOLOGY 3 US CREDITS**  
**Prerequisites:**  
OP 6005 APPLYING PSYCHOLOGY AT WORK  
OP 6030 SELECTTING, DEVELOPING AND RETAINING TALENT

The capstone brings together and assesses all previously acquired skills and knowledge into an intensive team-work project. The capstone, which is supervised by a faculty member for a duration of 26 weeks, focuses on the delivery of a report, based on a given client brief, which, after its completion is presented by each team to the instructor and the client involved. In this course, students will use their knowledge and skills to analyze an I/O problem that an actual client is facing, and then develop evidence-based solutions that informs the client's decision-making. In the process, students will gain a better understanding of their own role as an emergent member of the I/O psychology community.