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 to explore how people and organizations can thrive. 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 incumbents. 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

This course focuses on developing and extending students' knowledge of research methods and statistical analysis. 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. Finally, the course will prepare you with the skills required to plan, conduct (using SPSS), report, and interpret advanced quantitative statistical analyses commonly used in Organizational Psychology.

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 introduces students to ~~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 used to estimate and evaluate the attributes of psychological tests. 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 builds students' knowledge of organizations and their ability to analyze organizational life. It examines the interaction between people, structure, environment, and other organizational dimensions developing students' ability to appraise the functioning of organizations. The course 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 students to choose and implement appropriate practices to achieve positive human outcomes and increase organizational effectiveness.

OP 6030 SELECTING, DEVELOPINGAND RETAINING TALENT **3 US CREDITS**

This course offers a critical analysis of employee and talent management practices and methods. It assists students 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 students with the knowledge and skills required for resourcing and managing talent within a global context. Students should end up with the knowledge and skills to carry out activities including HR planning, job design, recruitment and selection, retention and performance management to a high standard.

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. It develops a range of strategies, policies and practices that prevent discrimination and bias in organizational life against different marginalized and disadvantaged individuals. It also addresses the role of artificial intelligence and automation in the development of exclusion in the modern workplace. 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 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. Students develop their

understanding on ethical theories and how they can use them as tools of decision-making in issues as they arise in the domain of organizational psychology and human resource management. 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.

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

This course enables students to develop understanding and skills in career coaching and their use in career development. Students will understand the theoretical basis of career counselling and coaching, they will consider professional issues, and relate the coaching process to client needs. Students will be also able to develop and apply coaching skills in career contexts and reflect on their practice to refine their effectiveness. Students will have the opportunity to practice various career counselling techniques with real clients during the organization of four career counselling sessions with clients.

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 can undertake their own in-depth research study into a subject of interest related to their degree program. Having chosen their research topic in consultation with a supervisor, they work under the guidance of their supervisor for the duration of 26 weeks. 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. 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. With the MS thesis, students demonstrate analytical and synthetic competencies, and a substantial problem-solving ability at an academic level.

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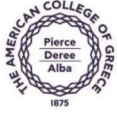
based on a given client brief, which, after its completion is presented by each team to the instructor and the client involved. In this course, students will use their knowledge and skills to analyze an I/O problem that an actual client is facing, and then develop evidence-based solutions that address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