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, DEVELOPING AND 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 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.