



I-O is characterized by the scientific study of human behavior in organizations and the work place. The specialty focuses on deriving principles of individual, group and organizational behavior and applying this knowledge to the solution of problems at work. It is a burgeoning field. In March 2019, the Occupational Outlook Handbook reported that IO is predicted to be the fastest growing occupation of the next decade. The U.S. Department of Labor reports that this field will grow by a whopping 53 percent over the next ten years. Graduates of a master's program may immediately enter roles as personnel analysts, organizational consultants, instructional designers, talent acquisition specialists, test developers and research consultants in consulting firms and either the private or public sector. The general goal of a master's level graduate is to assist with human capital development to enhance organizations as well as the quality of work life of their employees.

The RU I-O profile has been one which attracts high quality, recent college graduates who are comfortable with a traditional, full-time graduate experience. They progress through the program as a cohort, with over 99% completing their degrees within 21 months. Thirty-seven credit hours are required (see [page two](#)), including a professional internship experience. A highlight of the program is 5-6 client-based projects that accompany the curriculum. Also, while most students elect the non-thesis option, a minority select the thesis route.

Course work includes the nuts and bolts of industrial psychology and employment law along with a robust study of the context in which we practice as professionals, which is organizational psychology.

FOR MORE INFORMATION, PLEASE CONTACT DR. NORA REILLY (NREILLY@RADFORD.EDU).

<u>Required I-O Coursework</u>		<u>Credits</u>
PSYC 610	Analysis of Behavioral Data	3
PSYC 611	Methods of Research and Program Evaluation	3
PSYC 612	Psychometric Theory, Applications	3
PSYC 650	Organizational Psychology	3
PSYC 651	Job Analysis and Employment Law	3
PSYC 652	Training and Development	3
PSYC 654	Performance Management	3
PSYC 655	Change Management and OD	3
PSYC 656	Employee Selection	3
PSYC 777	Multivariate Analysis	3
PSYC 798	Professional Internship	1
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Electives (MS) or Thesis (MA)		6
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Total		37

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