

# Executive MS in Industrial/Organizational Psychology

- [For additional program information see the Weissman School website](#)

An effective leader knows that when an organization's design, culture, and people are aligned with its strategic vision, the dynamics for success are set in motion. Baruch's one-year Executive Master of Science in Industrial and Organizational Psychology (**EMSIOP**) is designed to provide talented leaders with the tools they need to develop effective systems for the management of human capital and understand the underlying psychological aspects of these systems. This program is designed for individuals who are interested in:

- Identifying, developing, and retaining talent
- Maximizing the performance of your human capital
- Diagnosing, managing, or changing organizations and their cultures
- Understanding and improving the employee experience
- Developing data driven systems to make decisions about your talent
- Promoting diversity, equity and inclusion through organizational systems and practices

Graduates will be prepared to assume vital roles in business, consulting, nonprofit, and government organizations. The program is well suited for those looking to further their skills and career in human capital focused roles and to those looking to transition into these types of roles. The curriculum is composed of 12 courses covering such diverse areas as talent management, employee motivation, management of work teams, employee research, performance management, learning and development, leadership, people analytics, and organizational change and development. Courses focus on a mix of operational, developmental, and strategic aspects of the management of human capital. Analytics and diversity, equity, and inclusions are themes running through all of the courses. Courses are taught by faculty who are leading experts in industrial and organizational psychology. In addition to the coursework, students will participate in an executive assessment experience that is designed to provide insight into current capabilities and developmental needs. The assessment experience will consist of an assessment center, standardized leadership assessments, individualized feedback and coaching, and individualized development plans

## Program Learning Goals

Upon completion of an MS in Industrial/Organizational Psychology, students will be able to:

1. Demonstrate a working knowledge of the primary individual, group, and organizational level factors that influence human functioning in the work place.
2. Describe the relationships between individuals and the larger organizational systems in which they operate.
3. Develop viable research questions regarding the effect of human capital on critical organizational outcomes.
4. Design quantitative and qualitative research studies involving the collection and analysis of data to answer research questions regarding human functioning in work organizations.
5. Create psychometrically sound measurement instruments of critical individual and organizational variables and constructs.
6. Statistically analyze the relationships between key variables studied in industrial and organizational psychology.
7. Apply research findings and principles from the scientific study of industrial and organizational psychology to the world of work.
8. Translate findings from the field so they can be understood by both management and employees of work organizations.

## Program Curriculum

- The EMSIOP program consists of 36 credits
- Program operates as a cohort model
- Students complete the program in 3 semesters (1 year)
- Courses will be conducted as a low-residency weekend program
- Classes will meet synchronously online twice a month on Fridays (7:00 pm-10:00 pm), Saturdays (9:30 am-5:00 pm), and Sundays (9:30 am-5:00 pm)

Below is a sample curriculum of the EMSIOP program

Course Catalog Number	Course Name	Course Subtitle
<a href="#">PSY 9796</a>	Problems in Industrial Psychology I: Personnel Psychology	Talent Management
<a href="#">PSY 9705</a>	Applied Statistical Analysis	People Analytics
<a href="#">PSY 9797</a>	Problems in Industrial Psychology II: Organizational Psychology	Organizational Psychology

<a href="#">PSY 9751</a>	Leadership and Group Processes	Leadership in Organizations
<a href="#">PSY 99801</a>	Executive Capstone Seminar I	Executive Capstone Seminar I
<a href="#">PSY 9786</a>	Seminar in Contemporary Psychological Topics: Performance Management	Performance Management
<a href="#">PSY 9703</a>	Design of Psychological Research	Organizational Research Methods
<a href="#">PSY 9786</a>	Seminar in Contemporary Psychological Topics: Learning & Development	Learning & Development
<a href="#">PSY 9786</a>	Seminar in Contemporary Psychological Topics: Organizational Teams	Organizational Teams
<a href="#">PSY 9786</a>	Seminar in Contemporary Psychological Topics: Diversity in Organizations	Diversity in Organizations
<a href="#">PSY 9786</a>	Seminar in Contemporary Psychological Topics: Organizational Development	Organizational Development
<a href="#">PSY 99802</a>	Executive Capstone Seminar II	Executive Capstone Seminar II