ORGP: ORGANIZATIONAL PSYCHOLOGY (GRADUATE)

ORGP 6005 Introduction to Organizational Psychology (3 Credits)
The application of psychological principles and theories to the workplace and other organizations. This course provides an overview of the main fields of organizational psychology. It focuses on organizational justice, use of power, communication, and cooperation, work-related attitudes, organizational culture, human resource development; as well as careers and career management.
Attributes: Liberal

ORGP 6010 Applied Research Methods and Analysis in Organizational Psychology (3 Credits)
This course introduces students to research methodologies in applied organizational psychology and prepares them to develop, implement, and report on organizational research using these approaches. The course focuses on the most generally used research methods, particularly organizational surveys, and critically explores issues relating to the type of data, data processing, effective findings presentation, and engagement with organizational stakeholders. Students will learn how to develop, plan, and conduct applied research, including experimental, correlational, and survey designs, as well as qualitative and field research methods.

ORGP 6015 Psychometric Theory and Assessment (3 Credits)
This course introduces fundamental theories and methodologies used to evaluate the quality of psychological measurements in research and applied settings. It covers three broad topics in psychometrics: (i) classical test theory, (ii) item response theory, and (iii) factor analysis. Throughout the semester, students will learn the basic concepts of these psychometric theories and practice the methods using statistical analysis software.

ORGP 6020 Diversity and Equity in Organizational Leadership (3 Credits)
This course examines the impact of membership in dominant and non-dominant cultures on an employee's work experiences and how institutional and individual actions can be applied to promote diversity, equity, and inclusion in the workplace.

ORGP 6025 Engineering Psychology (3 Credits)
Engineering Psychology exposes students to the fundamentals of psychological knowledge, including perception, cognition, and execution, which are especially important in production and interface design, with practical applications. The purpose of this course is to examine at how people interact with various aspects of their environment, such as the equipment they use, the places in which they work, and the functions they perform. What we know about human perceptual, cognitive, and physical capacities (and limitations) will be used to analyze tasks and build places, machines, computer displays, and procedures that are most appropriate for the humans involved.

ORGP 6030 Neuroscience of Trust in Leaders (3 Credits)
The Neuroscience of Trust in Leaders details the latest research on improving our critical thinking skills and intelligence. Previous genetic theories say that "leaders are born, not made"; however, neuroscience shows that we can continue to adapt, learn, and improve irrespective of age and genetics. Students will gain the latest neuroscience insights to develop a successful leadership style and the ability to regulate the mind's thought processes.

ORGP 6035 Training, Evaluation and Development in Organizations (3 Credits)
This course covers developing, conducting, and evaluating employee training with attention to adult learning principles. Emphasis is placed on conducting a needs assessment, using various instructional approaches, designing the learning environment, and locating learning resources.

ORGP 6040 Participatory Action Research and Appreciative Inquiry (3 Credits)
This course provides a critical framework for facilitating change in organizations. Its methodology gives structure and direction for change work including systemic collaborative assessment and action planning. Appreciative Inquiry (AI) methodology examines what gives life to human systems when they are at their best in order to move forward in the face of change. Students will learn the theoretical foundations of PAR and AI and understand applications of each from organizational change, strategic planning, organizational design, team building, staff development and the cultivation of individual strengths and resources.

ORGP 6060 Advanced Organizational Psychology and Consultation (3 Credits)
This course is designed for students who possess a thorough understanding of the fundamental theories and procedures of organizational psychology and consultancy. Students will learn how to conduct evaluation and intervention services using a consultative model of service delivery, enabling them to become competent consultants. The course will emphasize the consultant's interaction with the organization. Students will also learn about consultation methodologies and get the ability to develop skills in change management consulting, as well as training and development.

ORGP 7005 Organizational Psychology Capstone Project (3 Credits)
The Organizational Psychology Capstone Project allows students to integrate and synthesize the information they acquire in core courses. Students will analyze real-life case studies that demonstrate the skills required to be a successful organizational leader in the workplace. Students will be assigned on-site responsibilities, which will be determined in collaboration with their instructor and site supervisor, as well as academic responsibilities, which will include establishing a compatible academic interest tied to the practical experience. Students will summarize their supervised field experience, compose a research synthesis, and present the outcomes at the end of the semester.