

ORGANIZATIONAL PSYCHOLOGY, MASTER OF ARTS

The M.A. in Organizational Psychology (MAOP) will expand access to graduate education by adding the first completely online SUNY master's degree in this area, allowing students to participate in asynchronous online coursework and a remote or on-site field experience component in an organization of their choice throughout the United States. The MAOP will be a 30- credit-hour course program that will provide students with the scientific ability to assess and improve individual, group, and cultural dynamics in the workplace. Students will be required to complete an organizational psychology capstone course that involves 120 hours of supervised field experience. The field-based capstone will enable students to participate in supervised hands-on projects (remote or onsite) based on their interests and the needs of the selected organizations. SUNY Empire will not assign field experiences for students but will support them in seeking their own opportunities. Guidelines for the field experience will be provided to students in the capstone course that will align course learning objectives and the program's student learning outcomes.

Students will learn strategic recommendations to improve organizational structure and interpersonal relationships through research and applied behavior, allowing an opportunity to pursue a career in leadership, human resources, higher education diversity, equity, and inclusion, etc. Students can enroll full-time or part-time and finish the 30-credit degree in as little as two years.

Program Curriculum

See MAOP Curriculum Requirements.docx for complete listing.

Code	Title	Credits
CORE COURSES		
ORGP 6005	Introduction to Organizational Psychology	3
ORGP 6010	Applied Research Methods and Analysis in Organizational Psychology	3
ORGP 6015	Psychometric Theory and Assessment	3
ORGP 6020	Diversity and Equity in Organizational Leadership	3
ORGP 6025	Engineering Psychology	3
TRACK COURSES (12 credits)		12
<i>Track 1: Organizational Leadership</i>		
ORGP 6030	Neuroscience of Trust in Leaders (3 cr.)	
ORGP 6040	Participatory Action Research and Appreciative Inquiry (3 cr.)	
ORGP 6060	Advanced Organizational Psychology and Consultation (3 cr.)	
MGMT 6105	Leadership in Public & Nonprofit Organizations (3 cr.)	
<i>Track 2: Personnel (HR) Psychology</i>		
ORGP 6035	Training, Evaluation and Development in Organizations (3 cr.)	
MGMT 6125	Managing Human Capital (3 cr.)	
MGMT 6135	Performance Management & Total Rewards (3 cr.)	
PADM 6195	Organizational Behavior: Theory and Practice (3 cr.)	

CAPSTONE		
ORGP 7005	Organizational Psychology Capstone Project	3
Total Credits		30

Admission

Admission to this program is selective. New students may enroll in the fall and spring terms. Applicants must possess a bachelor's degree.

APPLICATION

Please see the Graduate Admissions (<http://catalog.sunyempire.edu/graduate/admission/>) section of this catalog for a complete listing of materials required to complete a graduate application.

Program Outcomes

Upon successful completion of the program, students will be able to:

- Analyze psychological competencies (biological, behavioral, developmental, and social) in an organizational setting.
- Articulate the foundational assumptions of Organizational Psychology through their ability to research workplace dynamics.
- Interpret experimental results and draw reasonable conclusions to solve organizational problems in any industry through assessment, research design, sampling, data gathering, analysis, and interpretation.
- Evaluate the organizational contexts of workplace aging and diversity, job loss, and cognitive fatigue.
- Exhibit culturally competent communication, which is essential for developing their interpersonal, behavioral, and technical abilities in an organizational setting through presentations.
- Illustrate an awareness of professional ethical standards and conduct themselves morally while pursuing diversity, truth, honesty, and justice.