

Master of Science in

INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY (MIOP)

YOUR FUTURE IS WELL WITHIN YOUR REACH

Make the workplace better using the latest psychological principles and evidence-based research. Study productivity, management styles and employee morale. As a specialist of human behavior in the workplace you'll reach across functions and disciplines, solving problems in human resources, administration, management, sales—any setting where people come together for work.

2
years to degree completion

36
semester hours

12
courses in addition to a supervised internship

$33,120
total tuition costs

$920 per semester hour

$300 student fee for Fall and Spring Terms only

**tuition and fees subject to change*

STEM
designated program

EXPLORE INNOVATIVE SOLUTIONS

This program leverages Elmhurst's experienced faculty by providing a curriculum that links science with the challenges of work life. This allows you, the student, to become an innovative problem solver who can manage issues like low morale, high turnover, worker conflict and poor productivity. The coursework is immediately relevant because it focuses on the knowledge and skills that practitioners consider most critical.

A NETWORK FOR THE REST OF YOUR PROFESSIONAL LIFE

Elmhurst is well-known for our small class sizes and personalized learning experiences. Key among them will be your final capstone, where you'll apply what you've learned in an internship.

You'll gain more than job skills at Elmhurst. You'll gain a large network of faculty, peers and alumni who will support you throughout your career. You'll hit the ground running—tested, proven and ready.

WHERE YOUR DEGREE CAN TAKE YOU

Roles:
- Management consultant
- Organizational development specialist
- Human resource business consultant
- Instructional designer
- Research consultant
- Talent management specialist
- Executive recruiter

Types of organizations:
- Education
- Manufacturing
- Technology
- Labor unions
- Consulting firms
- Government agencies
- Healthcare

THE RIGHT PEOPLE ON YOUR SIDE

At Elmhurst, you'll be learning from experts who are dedicated to expanding your reach, with fieldwork, connections and hands-on experience.

6%
projected employment growth through 2033
(Bureau of Labor Statistics, bls.gov)

$109,840
Average annual salary
(Bureau of Labor Statistics, bls.gov)

Elmhurst University
School of Graduate Studies



Our students gain crucial insights into how teams work—or fail to work. Through projects and field experiences they develop the capacity to think critically and communicate effectively.

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Program Director
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PROGRAM FORMAT

On-campus

Cohort model

Evening classes

Can be completed in two years

PREFERRED APPLICATION DEADLINE

Fall term: August 1

Scan for more info:

Course Sequence

Students in the program are required to complete 12 courses and the capstone for a total of 36 semester hours.

YEAR ONE

Fall Term

PSY 501	**Foundations of I/O Psychology**
PSY 517	**Small Group Theory & Process**
PSY 512	**Statistical Analysis in I/O Psychology**

Spring Term

PSY 511	**Research Methods in I/O Psychology**
PSY 523	**Training: Theory, Design and Evaluation**
PSY 521	**Job Analysis and Performance Management**

YEAR TWO

Fall Term

PSY 520	**Employee Selection Procedures**
PSY 527	**Measurement and Assessment in I/O Psychology**

Spring Term

PSY 530	**Organizational Theory**
PSY 531	**Organizational Development**
PSY 539	**Work Motivation**
PSY 540	**Advanced Topics in I/O Psychology**

CAPSTONE*

PSY 590-593	**Internship/Experiential/Practical Training Component**

**Exceptions to the internship requirements may be considered for students interested in pursuing a thesis, subject to program approval.*

Admission Requirements

- A bachelor's degree from a regionally accredited U.S. institution or foreign equivalent
- Current Resume
- Letters of Recommendation
- Undergraduate classes in general psychology, statistics, research methods, and intro to I/O Psychology (or equivalent)
- Intro to I/O Psychology offered at Elmhurst each summer to fulfill the prerequisite
- If prerequisites are needed, you must apply by June 1

Expand Your Résumé with a Second Master's Degree

Graduates of Elmhurst's M.S. in Industrial/Organizational Psychology program are eligible to apply to the MBA Option or the MDS Option. Both are one-year programs leading to either an MBA with a specialization in the management of people or an M.S. in Data Science and Analytics.