MONTCLAIR
STATE UNIVERSITY

MA in Industrial Organizational Psychology

Master of Arts in Industrial Organizational Psychology

I/O psychology is the scientific study of the workplace. Rigor and methods of psychology are applied to issues of critical relevance to business, including talent management, leadership coaching, assessment, team dynamics, selection, training, organizational development, job design, performance, and work-life balance. The I/O program aims to develop aspiring human capital consultants, people scientists, and human resource leaders who are able to solve strategic human problems in complex organizational systems. Through coursework, research, and experiential projects, the program prepares students for careers in applied settings, academics, and research.

This STEM-designated program offers a fall start only, and has a priority deadline of March 15th.

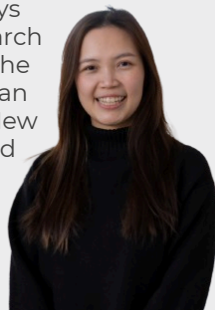**$154,380** average salary for I/O psychologists in 2023

U.S. Bureau of Labor Statistics 2023

#88 top public schools

U.S. News & World Report 2023, Top Public Colleges and Universities

> " Professors and friends at Montclair have supported me a lot in my studies. After one semester, besides my academic skills, my communication skills such as discussion, critical thinking presentation, etc., have improved a lot. Professors always encourage me to participate in research projects as well as events related to the field of study. During my days off, I can catch the train on campus to go to New York City. I find Montclair to be a good school to study and get to know American culture.

Phung - Vietnam
I/O Psychology student

20 kilometers from New York City

120+ student clubs and organizations

Program Highlights

- STEM-designated (eligible for 3 years of OPT)
- Comprehensive curriculum
- Small class sizes
- Close mentoring from faculty members
- Unique in that the program offers data science courses
- Flexible and affordable
- Close proximity to NYC job market
- Opportunities for research or teaching assistantships
- Choice between an applied internship project or master's thesis

Career Outcomes

Industrial Organizational Psychologists can go into a wide range of fields. Some of the most common career outcomes are:

- Human Resources Manager
- Staffing and Recruiting Manager
- Behavioral Analyst
- Workforce Analyst
- Team Development Trainer or Manager
- Executive Coach
- Project Manager
- Organizational Effectiveness Consultant
- Policy Officer
- Market Analyst or Researcher

Admission Requirements

- Application
- NACES transcript evaluation
- English proficiency test score
- Personal statement
- Two letters of recommendation
- GRE (waivers available)
- Minimum 3.0 GPA
- Previous coursework in psychology
- Optional:
  - Resume

Sample Courses

This **36-credit program** consists of many course options to choose from that will help you gain the skills and knowledge you need to help you succeed in your future career.

- Personnel Selection: Issues and Procedures
- Performance Management
- Work Attitudes and Motivation: Theory and Application
- Interventions for Effective Organizations
- Data Science for Social Scientists
- Group Theory and Development in Organizations
- Leadership: Theory and Development
- Seminar in Industrial and Organizational Psychology
- Research Methods in Psychology
- Quantitative and Statistical Methods
- Psychometrics
- Internship or Thesis option

APPLY NOW