MASTER OF ARTS IN APPLIED INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY (M.A.)

Format
This program is delivered residentially.

Purpose
The Master of Arts in Applied Industrial/Organizational Psychology is to train graduate level students in the knowledge, skills, and abilities needed for successful practice of organizational psychology principles in industry through rigorous training in research, theory, practical application and biblical integration.

Program Learning Outcomes
The student will be able to:

1. Appraise a job analysis in the context of the talent management process.
2. Evaluate practical organizational issues with a methodology that is informed by the principles and theories derived from industrial and organizational psychology research.
3. Design organizational interventions that are based on the scientist-practitioner model in order to improve organizational structures and processes.
4. Analyze organizational data using statistical applications which are designed for consumption by organizational stakeholders.
5. Evaluate organizational issues through a biblical lens which will inform their actions, strategies and decisions when working with and in organizations.

Program Specific Admissions Procedures
In addition to the General Admission Procedures outlined in this Catalog, applicants to the Master of Arts in Applied Industrial/Organizational Psychology must have:

1. An earned baccalaureate degree or its equivalent from an institution accredited by an agency recognized by the U.S. Department of Education (e.g., SACSCOC, TRACS, ABHE, etc.);
2. An undergraduate cumulative GPA of at least 2.5 (on a 4.00 scale).
3. Official transcripts must be provided before admission. Mail official college transcripts (sealed, unopened copy).
4. Undergraduate Prerequisites: 12 hours of psychology, which must include general psychology, statistics, research methods, and psychological methods.

Transfer of Credit
Students may transfer up to 18 hours of coursework into the Applied Industrial/Organizational Psychology program. For a transferred course to replace a Liberty University course, the following requirements must be met:

1. The school at which the course was taken must be appropriately accredited.
2. The course credit must be at least three semester hours or five quarter hours.
3. The student must have earned a grade of B- or better in the course.
4. The course must overlap one of Liberty’s courses by at least 80%.

Courses related to psychology and counseling that meet all but the last criterion may be transferred in as elective courses. Course work must have been completed within the previous 10 years. Transfer credits will not be accepted for the following courses: PSYC 520.

Credits from a prior degree on the same academic level earned through Liberty University are considered transfer credits. Liberty University course work that is more than 10 years old must be repeated.

Graduation Requirements
To graduate, students in the M.A. in Applied Industrial/Organizational Psychology program must:

1. Complete a minimum of 36 credit hours.
2. A maximum of 50% of the program hours may be transferred if approved and allowable, including credit from an earned degree from Liberty University on the same academic level.
3. 3.0 GPA
4. No grades lower than a B- may be applied to the degree.
5. For information regarding the repeat policy, please refer to “Course Repeat Policy” in the Academic Information and Policies section of this Catalog.
6. Liberty course work that is more than ten (10) years old must be repeated. Students are required to repeat the course if it has exceeded the age limit.
7. The degree must be completed within five (5) years.
8. Submission of Degree Completion Application must be completed within the last semester of a student’s anticipated graduation date.

Programs of Study
Delivery Format: Resident Only
• Applied Industrial/Organizational Psychology (M.A.)

Career Opportunities
• Human Resources Manager
• Industrial-Organizational Psychologist
• Organizational Consultant
• Personnel Analyst
• Research Consultant
• Talent Developer
• Workforce Manager
Courses

PSYC 510  Research Methods and Statistics in Psychology I  3 Credit Hour(s)
Overview of research methodology and statistical techniques for psychological research. Emphasis on the three basic types of research - descriptive, predictive, and experimental. Also, addresses ethics in research. A computer package is used for analysis of data. (Crosslisted with MSPS 500).
Offered: Resident

PSYC 515  Research Methods and Statistics in Psychology II  3 Credit Hour(s)
Prerequisite: PSYC 510
This course examines advanced research methodology and statistical techniques for psychological research. This course equips students to design, conduct, and present research using APA formatting guidelines. A computer software package is used for analysis of data. (Crosslisted with MSPS 505)
Offered: Resident

PSYC 520  Psychology and Christianity  3 Credit Hour(s)
Exploration of the relationship between psychological science and Christian faith. Topics include philosophical foundations and models of conceptualizing the relationship between the disciplines. (Crosslisted with MSPS 521)
Offered: Resident

PSYC 545  Test Construction/Validation  3 Credit Hour(s)
Discussion of principles to produce and improve tests and assessments of knowledge, skills, and other psychological constructs. A focus on techniques for evaluating existing measures for reliability and validity evidence and guidelines for the rigorous development of new instruments.
Offered: Resident and Online