

# **B.S. IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY MIDDLE TENNESSEE STATE UNIVERSITY**

## **Information for Majors**

If you decide to major in I-O Psychology (**INPS**), be sure to specify **I-O Psychology**, not just Psychology; they are different majors.

Use an upper-division form to a worksheet to plan your course work. Your advisors will also have forms available. If you have transferred from another university be sure to see an advisor as soon as possible to get credit for coursework taken elsewhere. *You will have TWO advisors – a college advisor and a faculty advisor.*

### **B.S. in Industrial-Organizational Psychology**

#### **Psychology Foundation Courses**

*Required courses (23 hours):*

PSY 1410 General Psychology  
PSY 2000 Seminar on Careers in Psychology  
PSY 2210 Psychology of Social Behavior  
PSY 3020 Basic Statistics for Behavioral Sciences  
PSY 3070/3071 Research Methods & Lab  
PSY 4260 Introduction to Psychological Testing

PSY 3230 Abnormal Psychology  
or PSY 3590 Personality

PSY 4040 Introduction to Cognitive Psychology  
or PSY 4480 Learning Theories

#### **I-O Psychology Courses**

*Required courses (18 hours):*

PSY 3320 Workplace Psychology (formerly Intro to Industrial-Organizational Psych)  
PSY 4360 Organizational Psychology  
PSY 4270 Personnel Selection and Placement  
PSY 4290 Compensation System Design/Admin  
PSY 4330 Industrial/Organizational Training and Development  
PSY 4370 Motivation and Work Attitudes

*Electives (6 hours from the following courses):*

PSY 4380 Group Dynamics  
PSY 4390 Persuasion  
PSY 4720 Cross-Cultural Psychology  
PSY 4730 Internship: Industrial  
PSY 4340 Human Factors Psychology  
PSY 4610 Adult Psychology and Aging  
PSY 4830 Occupational Health Psychology

Total for major = 47 hours

You must earn a C- or better in all required Psychology and I-O classes.

We strongly recommend that you FIRST take:

PSY 3320 Workplace Psychology  
PSY 3020 Basic Statistics for Behavioral Sciences

Then following specialized I-O courses may be taken in any order:

PSY 4270 Personnel Selection and Placement  
PSY 4290 Compensation System Design/Admin  
PSY 4330 Industrial-Organizational Training and Development  
PSY 4360 Organizational Psychology  
PSY 4370 Morale, Attitudes, and Motivation

The internship course - PSY 4730 Internship: Industrial - is for students who have completed many of the required I/O classes - typically seniors or juniors.

**Plan your schedule of courses carefully.** Some of the I/O required courses are offered **only once a year**, and most courses have a limited number of sections offered. If you have scheduling restrictions (e.g., only Tuesday-Thursday classes), you may have difficulty getting the courses you need. Also, we offer some, but NOT all, required courses online. We recommend that you register as early as possible to ensure entry into required classes. I/O courses are *typically* offered as follows:

Fall, Spring, sometimes Summer:

PSY 3320 Workplace Psychology *required*  
PSY 4360 Organizational Psychology *required*

Fall, Spring:

PSY 4260 Introduction to Psychological Testing *required*  
PSY 4610 Adult Psychology and Aging *elective*  
PSY 4390 Persuasion *elective*

Summer, sometimes Fall & Spring

PSY 4720 Cross-Cultural Psychology *elective*  
PSY 4830 Occupational Health Psychology *elective*

Fall, sometimes Spring

PSY 4330 Industrial-Organizational Training and Development *required*

**Fall ONLY:**

PSY 4370 Motivation and Work Attitudes *required*  
PSY 4380 Group Dynamics *elective*

**Spring ONLY:**

PSY 4270 Personnel Selection and Placement *required*  
PSY 4290 Compensation System Design/Admin *required*  
PSY 4340 Human Factors Psychology *elective*

Individually scheduled; available every term:

PSY 4730 Internship: Industrial *elective*  
PSY 3990 Research in Psychology *elective*

If this scheduling must be changed, we will let the advisors know.

**ONLINE classes.**

SOME of the I-O classes are offered online. However, you currently **cannot** complete the I-O psychology major completely online. Many of the psychology foundation classes, however, are available online. The I-O classes currently available online are: PSY 3320, PSY 4360, PSY 4330, PSY 4720. Some electives may also be available online. Other IO courses are under development and we hope to have them all available online on a rotating basis.

**Pre-approved Minors:**

A list of approved minors for I-O Psychology majors is listed below. *The I-O Psychology major only requires ONE minor.* We generally recommend one of the business minors: Business Administration, Business Law, Business Analytics, Information Systems, or Management.

Business Administration	Healthcare Administration
Business Analytics	Information Systems
Business Law	Risk Management & Insurance
Communications	Leadership
Data Science	Management
Economics or Economics/Finance	Public Relations
Entrepreneurship	Statistics
Foreign Languages (any)	Tourism & Hospitality Mgt

*Other minors may be approved by the faculty advisor.*

Discuss with your major and minor advisors which courses in those minors would be good choices.

**Registration controls** may prohibit enrollment in Management classes unless you have earned at least 60 hours. Currently I-O psychology majors are pre-approved for minors in the college of business.

*You must have a total of 120 hours to graduate! General education + major + minor < 120.*

**SHRM.** We recommend that any student interested in I-O Psychology or any field related to Human Resources join the MTSU chapter of the Society for Human Resource Management (SHRM). Meetings are announced in classes and via email. For additional information, visit the MTSU chapter website at <http://mtsu.edu/shrm/>

**Internships.** An internship enhances your job prospects upon graduation. Unfortunately, not everyone who wants to find an internship is able to do so. Finding an internship will take effort. Sources of information about internships: the career center on campus, SHRM, LinkedIn and friends and family. We also encourage students to check campus email regularly for announcements from faculty. You may also arrange an internship on your own. To get course credit for an internship (PSY 4730) contact an I-O faculty member to arrange supervision.

As you approach graduation:

Be sure to use the services of the Career Development Center, 328 KUC. [www.mtsu.edu/career](http://www.mtsu.edu/career)

Seniors: We recommend you join our **LinkedIn** alumni group! Contact Dr. Judy Van Hein (Judy.VanHein@mtsu.edu)

**For questions and additional information, contact one of the I/O Psychology advisors:**

Dr. Alex Jackson, Academic Classroom Building (ACB) 353, phone 615-898-5936  
e-mail: [Alexander.Jackson@mtsu.edu](mailto:Alexander.Jackson@mtsu.edu)

Dr. Judy Van Hein, Academic Classroom Building (ACB) 375, phone 615-898-5752  
e-mail: [Judy.VanHein@mtsu.edu](mailto:Judy.VanHein@mtsu.edu)

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### **FAQs**

#### **What is Industrial/Organizational (I-O) Psychology?**

*I-O Psychology is a subfield of psychology which applies psychology in the workplace. It includes areas such as employee selection, performance appraisal, training and development, compensation and benefits, work attitudes and motivation, leadership, and occupational health. Get more information on the web at [www.siop.org](http://www.siop.org).*

#### **Does I-O Psychology involve psychotherapy or mental health services?**

No.

#### **Would I be a “psychologist” with a B.S. in I-O Psychology?**

*No, a psychologist has a doctorate in psychology and must be licensed.*

#### **What kind of work would a person with a B.S. in I-O Psychology do?**

*This major prepares one for an entry-level position in business and government. Some possible job titles may be Human Resources Representative, Talent acquisition, HR Coordinator or Training Specialist. Get more information on the web about Human Resources at [www.shrm.org](http://www.shrm.org) or go to [www.mynextmove.org](http://www.mynextmove.org) and look at the job descriptions for Industrial-Organizational Psychology, Training or Human Resources titles.*

#### **Do many colleges and universities offer this type of program?**

*No, some colleges and universities offer one introductory course in I/O Psychology at the undergraduate level, and some offer none. I-O Psychology programs are usually at the graduate level (master’s or doctorate) only. This program at MTSU is quite unique.*

#### **What if I want to go to graduate school in I-O Psychology?**

*You may prepare for graduate study in I-O Psychology by majoring in Psychology or I-O psychology. Discuss your plans with your **FACULTY** advisor as soon as possible so that you know how to prepare for graduate school.*

#### **Where can I get more information about majoring in I-O Psychology?**

<https://www.mtsu.edu/program/industrial-organizational-psychology-b-s/>  
and view the MTSU Undergraduate catalog: <http://catalog.mtsu.edu>

#### **Talk to an I-O Psychology advisor:**

Dr. Alex Jackson, 353 Academic Classroom Building (ACB), phone 615-898-5936  
e-mail: [Alexander.Jackson@mtsu.edu](mailto:Alexander.Jackson@mtsu.edu)

Dr. Judy Van Hein, 375 Academic Classroom Building (ACB), phone 615-898-5752  
e-mail: [Judy.VanHein@mtsu.edu](mailto:Judy.VanHein@mtsu.edu)

Take PSY 3320 Workplace Psychology.