

## **Certificate in Industrial/Organizational Psychology**

### **West Chester University**

Professionals with an understanding of Industrial/Organizational Psychology principles continue to be in high demand in the workplace. West Chester University is excited to offer an online certificate program in Industrial/Organizational Psychology. Students in the program can acquire business, leadership, and psychology skills to help them advance their career in management or human resources.

In the certificate program, individuals interested in the scientific study of employees and organizations will learn to apply psychology to the workplace, use research methods to solve problems, and improve quality of work life.

Students will explore workplace motivation and attitudes; employee selection, training, and evaluation; leadership, group and organizational behavior; organizational culture and change management; people analytics and human resource management. Graduates from this I/O certificate program can help drive positive change in organizations, motivate teams, increase employee productivity.

### **Program Curriculum**

The certificate will require 4 courses from within the existing I/O Psychology Master's degree program:

PSY560 Advanced Industrial Psychology	3
PSY562 Advanced Organizational Psychology	3
PSY569 Ethics and Professional Skills in Organizational Practice	3
PSY572 Introduction to People Analytics	3
Total credits required	12

The certificate will be offered in 100% online format. All courses will be taught by members of the West Chester University faculty who are dedicated and experienced in online instruction.

### **Admission Requirements**

- The I/O Psychology certificate program requires that you have a bachelor's degree, but it doesn't have to be in psychology — anyone with an interest in I/O Psychology can enroll in the program.
- A completed online application. Apply online here: [http://www.wcupa.edu/admissions/sch\\_dgr/](http://www.wcupa.edu/admissions/sch_dgr/) . Choose code C257 for the online I/O Psychology certificate program.

- Official transcripts of all coursework from each undergraduate and graduate institution attended.
- A letter of intention outlining your professional goals and educational objectives for attending the program.
- Two letters of recommendation.

### **Labor Market Projections for Industrial/Organizational Psychology**

Most occupations related to I/O psychology are expected to grow faster than average between 2010 and 2020 at the national and state levels (average projected growth rates being 14.3 and 6.4 percent, respectively). At the local level, within a 75-mile radius of West Chester University, half of the occupations associated with I/O psychology are expected to grow faster than Pennsylvania's average rate between 2008 and 2018. The three occupations with the highest projected numerical growth at the national, state, and local levels are as follows:

- o Management Analysts
- o Training and Development Specialists
- o Human Resources Training, and Labor Relations Specialists, All Other

Human Resources, Labor Relations, and Training Specialists are expected to have the highest number of job openings, while Industrial/Organizational Psychologists are expected to have the second-highest percent growth in employment through 2020. Projected job openings for Industrial-Organizational Psychologists have the fifth highest median salary (\$87,330) of the fields examined.