

INDUSTRIAL- ORGANIZATIONAL PSYCHOLOGY (ORG)

ORG 6000 History and Systems of Psychology (4 Credits)

Focuses on an understanding of the historical and philosophical roots, cultural influences and basic scientific assumptions which underlie contemporary psychology in general, and organizational psychology in particular. The development of basic paradigms in psychology are considered as they have been informed by individually-oriented theories, systems-oriented theories, and field theory or transactional perspectives. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206000>)

ORG 6001 Faith, Meaning and Professional Foundations: Leadership, Vocation and Faith Integration (4 Credits)

Examines the concepts of leadership, work, vocation and faith from a biblical perspective. Colloquium also addresses issues that arise out of the content of other courses being taken concurrently by the student. A Portfolio is completed in this course. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206001>)

ORG 6003 Hacking the World of Work (4 Credits)

This course will discuss current and emerging issues in Industrial/Organizational Psychology. The course is required for first and second year Master's and PhD students in Industrial/Organizational Psychology. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206003>)

ORG 6010 Selection and Performance Management (4 Credits)

Introduces students to job analysis, selection, and performance management, including the measurement of performance, methods of feedback and compensation systems that reflect an integrated performance management system. Also includes legal considerations, 360 feedback, benefits, and cutting-edge incentive systems. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206010>)

ORG 6020 Survey Research (4 Credits)

Prepares students to conduct survey research in applied settings. Explores challenges and opportunities for survey research methodologies. Includes topics such as questionnaire generation, sampling, data interpretation and analysis, and the communication of results. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206020>)

ORG 6034 Qualitative Research Methods (4 Credits)

Examines the strengths and implications of using qualitative methods in the study of organizations, and strategies for enhancing the quality and credibility of qualitative findings. Investigates the complexities of mixed methods and triangulation along with interviewing strategies, content analysis, focus groups and narratives. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206034>)

ORG 6100 Organizational Behavior (4 Credits)

Introduces the literature addressing human behavior in organizational and community contexts. Examines interactions between people and systems in which they function from individual, group, and organizational levels of analysis. Topics include: individual differences, leadership, work motivation, perception, communication, decision making, power and politics, group development, performance, individual and work team effectiveness, conflict, organizational culture, organizational systems theory, and managing diversity. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206100>)

ORG 6101 Organizational Development and Consultation I (4 Credits)

Introduces major theories, models and methods for evaluating the effects of interventions on groups and organizations. Explores the foundations in organizational development and the contributions made by other disciplines, theorists, and practitioners. Special focus on organizational entry, data collection, organizational diagnosis, development of interventions, evaluation, and contract termination. Also explores the role of consultant as internal/external facilitator in the organizational change process. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206101>)

ORG 6105 Motivation (4 Credits)

What motivates people to do the things that they do and what strategies can they adopt to navigate successfully through the challenges they face at work and in life? This class will explore motivation theory, research, and practice in Industrial/Organizational psychology with a focus on the implications for individuals, the groups they belong to, and the organizations where they work. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206105>)

ORG 6110 Organizational Development and Consultation II (4 Credits)

Continues study in the practice of organizational development dealing with planned changes in organization design, strategy, and other large-scale organizational systems. Introduces diagnostic models and methods for the planning of strategic change interventions in complex organizational systems. Explores the influence of politics, power, organizational culture, and leadership. Also includes topics such as quality management, organizational learning, and self-managed work groups. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206110>)

ORG 6201 Organizational Diversity and Globalization (4 Credits)

Examines the opportunities and challenges associated with a diversified workforce and organizational culture as they relate to gender, race, personality, nationality, religion, and other differentiating factors. Investigates the realities of organizational strategy, power, politics, communication, and leadership in the context of a global environment. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206201>)

ORG 6210 Program and Organizational Evaluation (4 Credits)

Covers the major models and methods for evaluating the effects of intervention packages or programs on groups and organizations. Emphasizes procedures that the consulting psychologist may use to set goals and objectives, document services, evaluate outcomes, perform cost/benefit analysis, and strategically improve organizational process and/or product. The Master's Project is completed in this course. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206210>)

ORG 6230 Learning Systems and on the Job Development (4 Credits)

Introduces tools and methods used to develop effective learning systems within organizational contexts. Also covers foundational theory in learning and training, curriculum and course development, and impact assessment. Explores strategies for utilizing on-the-job experiences as rich development opportunities along with strategic implications of leadership development for the organization.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206230>)

ORG 6240 Social Psychology (4 Credits)

Examines the social bases of behavior, exploring the major theories, concepts and research topics in social psychology. Studies the social and interpersonal determinants and consequences of individual behavior, with special reference to social dynamics that shape attitudes, emotions, perception and behavior.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206240>)

ORG 6300 Leadership and Team Development (4 Credits)

Introduces theoretical frameworks on leadership and team development. Highlights cutting edge tools and practices for selecting and developing leadership capacity within organizational settings as well as the interpersonal and structural dynamics that characterize effective groups. Explores systemic approaches to leadership in the context of organizational culture and interpersonal factors such as leadership ethics, purpose, motivation, power and communication.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206300>)

ORG 6310 Not for Profit Leadership (4 Credits)

Examines the unique opportunities and challenges of working with and changing human service, non-profit, and community-based organizations such as social service agencies, hospitals, schools, family service agencies, local governments, and faith based organizations. Explores issues related to board governance, leadership of a volunteer workforce, burnout, vocational calling, and sense of purpose along with theoretical models for change in human service organizations.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206310>)

ORG 6600 Quantitative Methods in Research I: Introduction to Inferential Statistics and Analysis of Variance (4 Credits)

Descriptive and inferential statistics with an extended focus on analysis of variance (one-way, factorial, repeated measures, mixed design). Each statistical approach taught includes considerations of the typical workflow, underlying formulae, statistical assumptions, and power analysis, and reporting the results to scientific and non-scientific audiences. Utilizes R, R Studio, and R packages for statistical analysis. Typically offered: Autumn.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206600>)

ORG 6610 Quantitative Methods in Research II: Correlation and Regression (4 Credits)

Correlational and regression statistics utilizing ordinary least squares with coverage of continuous and categorical variables, interaction effects, non-linear effects, dichotomous outcomes, and conditional process analysis. Each statistical approach taught includes considerations of the typical workflow, underlying formulae, statistical assumptions, power analysis, and reporting the results to scientific and non-scientific audiences. Utilizes R, R Studio, and R packages for statistical analysis. Typically offered: Winter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206610>)

ORG 6900 Independent Study (1-5 Credit)

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206900>)

ORG 6910 Topical Seminar in Organizational Psychology (4 Credits)

Topical seminars are classes designed to explore emerging topics in Industrial/Organizational psychology. The specific topics covered vary by quarter and year. Go to: <http://www.spu.edu/iopsych> to see the topical seminars that are being offered this quarter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206910>)

ORG 6912 Topical Seminar in Organizational Development (4 Credits)

Topical seminars are classes designed to explore emerging topics in Industrial/Organizational psychology. The specific topics covered vary by quarter and year. Go to: <http://www.spu.edu/iopsych> to see the topical seminars that are being offered this quarter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206912>)

ORG 6940 Internship (2 Credits)

Masters-level internships are a chance for students to apply the knowledge, skills, and abilities in I/O psychology that they are developing within an applied setting. Sites may include business and/or non-profit organizations. Students are responsible for finding their sites and must submit an internship application (located on the program Blackboard site), providing evidence that the work is commensurate with a masters-level I/O degree. The internship may be a paid or unpaid, part-time or full-time position. Course requirements include a literature review, learning/reflection papers, and a final paper. The four credits would be taken over two or four quarters. For course requirements, see the posted placement guidelines.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%206940>)

ORG 7000 History and Systems of Psychology (4 Credits)

Focuses on an understanding of the historical and philosophical roots, cultural influences and basic scientific assumptions which underlie contemporary psychology in general and organizational psychology in particular. The development of basic paradigms in psychology are considered as they have been informed by individually-oriented theories, systems-oriented theories, and field theory or transactional perspectives.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207000>)

ORG 7001 Faith, Meaning and Professional Foundations: Vocation, Ethics, and Integrity (4 Credits)

Introduces the concept of vocation as a whole life model by reclaiming the meaning of work in the pre-industrial concept of one's entire life as a calling to God. Reviews the research on the spirituality inherent in work, the historic perspective on the religious implication of work, the nature of work vis a' vis other life realms, definitions of vocation and the integrated whole-life model of vocation. Also examines the concepts of ethics and integrity from a biblical basis as they relate to the practice of organizational psychology and change management. Also investigates bases of moral development and ethical decision-making.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207001>)

ORG 7002 Faith, Meaning and Professional Foundations: Work, Meaning and Sabbath Culture (4 Credits)

Explores the implications of a biblical anthropology, develops a theology of personhood and encourages students in personal exploration of and engagement with these issues. Also introduces the characteristics of rest, reflection and relationships found in the biblical narrative regarding Sabbath. Introduces models of Sabbath observance and Sabbath culture and examines their implications for personal wellness and managing organizations. Reviews the organizational development practices of organizations who embrace some or all of the principles underlying Sabbath culture reflecting a spectrum of companies with Christian and non-Christian worldviews. Portfolio draft submitted in ORG 7002. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207002>)

ORG 7003 Hacking the World of Work (4 Credits)

This course will discuss current and emerging issues in Industrial/Organizational Psychology. The course is required for first and second year Master's and PhD students in Industrial/Organizational Psychology. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207003>)

ORG 7010 Advanced Selection and Performance Management (4 Credits)

Advanced doctoral survey in job analysis, selection systems and their accompanying mathematical models to test for validity, fairness and utility. Introduces performance management including the measurement of performance, methods of feedback and compensation systems that reflect an integrated performance management system. Also includes legal considerations, 360 feedback, benefits and cutting edge incentive systems. Prepares students for senior-level positions in selection and performance management systems. Typically offered: Alternate Years. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207010>)

ORG 7011 Quantitative Methods in Research III: Psychometrics/Theory of Test Construction (5 Credits)

Applies psychometric theory to the creation and evaluation of the reliability and validity of instruments used to measure psychological constructs. Sample topics include item analysis, exploratory factor analysis, and confirmatory factor analysis. Each statistical approach taught includes considerations of the typical workflow, underlying formulae, statistical assumptions, power analysis, and reporting the results to scientific and non-scientific audiences. Utilizes R, R Studio, and R packages for statistical analysis. Typically offered: Spring. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207011>)

ORG 7020 Survey Research (4 Credits)

Prepares students to conduct survey research in applied settings. Explores challenges and opportunities for survey research methodologies. Includes topics such as questionnaire generation, sampling, data interpretation and analysis, and communication of results. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207020>)

ORG 7021 Research Design and Methodology (5 Credits)

Review of research design and methods necessary to address questions asked by scientist-practitioner-advocates in psychology programs. The scope of the course includes topics such as research design (e.g., experimental, non-experimental, qualitative, case study), philosophy of science, research ethics, open science, APA style, and culturally responsive practices. With a focus on integration, students will gain skills in selecting the appropriate statistic for a given research design. Writing empirical papers is also emphasized. Typically offered: Autumn. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207021>)

ORG 7031 Quantitative Methods in Research I: Introduction to Inferential Statistics and Analysis of Variance (5 Credits)

Descriptive and inferential statistics with an extended focus on analysis of variance (one-way, factorial, repeated measures, mixed design). Each statistical approach taught includes considerations of the typical workflow, underlying formulae, statistical assumptions, and power analysis, and reporting the results to scientific and non-scientific audiences. Utilizes R, R Studio, and R packages for statistical analysis. Typically offered: Autumn. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207031>)

ORG 7032 Quantitative Methods in Research II: Correlation and Regression (5 Credits)

Correlational and regression statistics utilizing ordinary least squares with coverage of continuous and categorical variables, interaction effects, non-linear effects, dichotomous outcomes, and conditional process analysis. Each statistical approach taught includes considerations of the typical workflow, underlying formulae, statistical assumptions, power analysis, and reporting the results to scientific and non-scientific audiences. Utilizes R, R Studio, and R packages for statistical analysis. Typically offered: Winter. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207032>)

ORG 7033 Quantitative Methods in Research IV: Multivariate Modeling (5 Credits)

Multivariate modeling techniques utilizing maximum likelihood estimators such as path analysis, structural equation modeling, and multilevel/hierarchical linear modeling. Each statistical approach taught includes considerations of the typical workflow, underlying formulae, statistical assumptions, power analysis, and reporting the results to scientific and non-scientific audiences. Utilizes R, R Studio, and R packages for statistical analysis. Typically offered: Autumn. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207033>)

ORG 7034 Qualitative Research Methods (4 Credits)

Examines the strengths and implications of using qualitative methods in the study of organizations, and strategies for enhancing the quality and credibility of qualitative findings. Investigates the complexities of mixed methods and triangulation along with interviewing strategies, content analysis, focus groups and narratives. Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207034>)

ORG 7100 Organizational Behavior (4 Credits)

Introduces the literature addressing human behavior in organizational and community contexts. Examines interactions between people and systems in which they function from individual, group, and organizational levels of analysis. Topics include: individual differences, leadership, work motivation, perception, communication, decision making, power and politics, group development, performance, individual and work team effectiveness, conflict, organizational culture, organizational systems theory, and managing diversity.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207100>)

ORG 7101 Organizational Development and Consultation I (4 Credits)

Introduces major theories, models and methods for evaluating the effects of interventions on groups and organizations. Explores the foundations in organizational development and the contributions made by other disciplines, theorists, and practitioners. Special focus on organizational entry, data collection, organizational diagnosis, development of interventions, evaluation, and contract termination. Also explores the role of the consultant as internal/external facilitator in the organizational change process.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207101>)

ORG 7105 Motivation (4 Credits)

What motivates people to do the things that they do and what strategies can they adopt to navigate successfully through the challenges they face at work and in life? This class will explore motivation theory, research, and practice in Industrial/Organizational psychology with a focus on the implications for individuals, the groups they belong to, and the organizations where they work.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207105>)

ORG 7110 Organizational Development and Consultation II (4 Credits)

Continues study in the practice of organizational development dealing with planned changes in organization design, strategy, and other large-scale organizational systems. Introduces diagnostic models and methods for the planning of strategic change interventions in complex organizational systems. Explores the influence of politics, power, organizational culture, and leadership. Also includes topics such as quality management, organizational learning, and self-managed work groups.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207110>)

ORG 7120 The Practice of Organizational Psychology (4 Credits)

Examines the practice of organizational psychology and issues related to professional standards, ethical practice, relationship to clients, contracting and careers in the field. Pays special attention to the student as a developing professional and instrument of organizational change. Final portfolio submitted in ORG 7120.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207120>)

ORG 7200 Theoretical Perspectives on Organizations (4 Credits)

Examines selected organizational theorists, models and systems. Tracks the shifts from top-down, hierarchically driven, tightly coupled organizational strategies to loosely coupled, adaptive, and employee driven structures. Presents selected readings in organizational theory and behavior. Also explores future directions for organizational theory.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207200>)

ORG 7201 Organizational Diversity and Globalization (4 Credits)

Examines the opportunities and challenges associated with a diversified workforce and organizational culture as they relate to gender, race, personality, nationality, religion, and other differentiating factors. Investigates the realities of organizational strategy, power, politics, communication, and leadership in the context of a global environment.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207201>)

ORG 7202 Personality Theory and Research (5 Credits)

Explores contemporary systems of studying human personality. Examines biological, psychological, interpersonal, and cultural aspects of normal and disordered personality. Introduction and interpretation of MCMI III for assessment of personality.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207202>)

ORG 7210 Program and Organizational Evaluation (4 Credits)

Covers the major models and methods for evaluating the effects of intervention packages or programs on groups and organizations. Emphasizes procedures that the consulting psychologist may use to set goals and objectives, document services, evaluate outcomes, perform cost/benefit analysis, and strategically improve organizational process and/or product. A draft of the Master's Project is completed in this course.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207210>)

ORG 7230 Learning Systems and on-the-Job Development (4 Credits)

Introduces tools and methods used to develop effective learning systems within organizational contexts. Also covers foundational theory in learning and training, curriculum and course development, and impact assessment. Explores strategies for utilizing on-the-job experiences as rich development opportunities along with strategic implications of leadership development for the organization.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207230>)

ORG 7240 Social Psychology (4 Credits)

Examines the social bases of behavior, exploring the major theories, concepts and research topics in social psychology. Studies the social and interpersonal determinants and consequences of individual behavior, with special reference to social dynamics that shape attitudes, emotions, perception and behavior.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207240>)

ORG 7300 Leadership and Team Development (4 Credits)

Introduces theoretical frameworks on leadership and team development. Highlights cutting edge tools and practices for selecting and developing leadership capacity within organizational settings as well as the interpersonal and structural dynamics that characterize effective groups. Explores systemic approaches to leadership in the context of organizational culture and interpersonal factors such as leadership ethics, purpose, motivation, power and communication.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207300>)

ORG 7310 Not for Profit Leadership (4 Credits)

Examines the unique opportunities and challenges of working with and changing human service, non-profit, and community-based organizations such as social service agencies, hospitals, schools, family service agencies, local governments, and faith based organizations. Explores issues related to board governance, leadership of a volunteer workforce, burnout, vocational calling, and sense of purpose along with theoretical models for change in human service organizations.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207310>)

ORG 7400 Course Development and Teaching Strategies (4 Credits)

Provides practitioners of organizational psychology in both academic and service settings with knowledge and practical skills to become effective educators. Includes philosophy of teaching/learning, learning styles, critical thinking, course development, teaching strategies, evaluation, documentation and integration of technology. Also incorporates an opportunity for developing and presenting a learning module.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207400>)

ORG 7900 Independent Study (1-5 Credit)

Prerequisite: Faculty Advisor Approval. Provides an opportunity for a student to study a topic of special interest under faculty supervision.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207900>)

ORG 7910 Topical Seminar in Organizational Psychology (4 Credits)

Topical seminars are classes designed to explore emerging topics in Industrial/Organizational psychology. The specific topics covered vary by quarter and year. Go to: <http://www.spu.edu/iopsych> to see the topical seminars that are being offered this quarter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207910>)

ORG 7912 Topical Seminar in Organizational Development (4 Credits)

Topical seminars are classes designed to explore emerging topics in Industrial/Organizational psychology. The specific topics covered vary by quarter and year. Go to: <http://www.spu.edu/iopsych> to see the topical seminars that are being offered this quarter.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207912>)

ORG 7930 Master Teaching Mentoring Practicum (1-5 Credit)

Prepares students for careers as college level professors by pairing them with a faculty member who serves as their teaching mentor, providing feedback, advice, and resources as they prepare for careers as educators in higher education.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207930>)

ORG 7940 Placement (4 Credits)

Provides the practical organizational experience required for doctoral students in organizational psychology.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207940>)

ORG 7995 Research and Dissertation (2-4 Credit)

Standards and procedures for the completion of the dissertation are explained in the Dissertation and Research Guidelines.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207995>)

ORG 7999 Extended Dissertation (1 Credit)

Continues dissertation activities beyond required program credits. Standards and procedures for the completion of the dissertation are explained in the dissertation and research guidelines.

Course Schedule (<https://catalog.spu.edu/course-search/?details&code=ORG%207999>)