



Eastern Kentucky University is a nationally recognized public university located in Richmond, Kentucky. ECU began offering online degrees in 2006 and continues to service students with both on-campus and online offerings.

BENEFITS

- Free textbooks for all students with [EKU BookSmart](#)
- High graduate placement rate
- Accelerated 8-week terms
- Personalized graduation plan
- Free online tutoring
- GRE waived for students with a 3.0 undergraduate GPA
- [Tuition discounts for active duty military and their spouses](#)
- Field experience opportunities through the Center for Applied Psychology and Workforce Development (CAPP) and a capstone project

Master of Science in Industrial-Organizational Psychology

EKU's 100% online master's degree in industrial-organizational psychology provides the critical skills needed to assess the behavior of individuals in businesses and develop strategies for performance and productivity improvement within organizations.



100%
ONLINE



\$649 PER
CREDIT HOUR

Follows the Society for Industrial and Organizational Psychology (SIOP) training guidelines



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

521 Lancaster Ave.
Richmond, KY 40475

859-622-4455

onlinedegrees@eku.edu



[EKU Online Industrial-Organizational Psychology](#)

CORE COURSES...21 HOURS

Introduction to I-O Psychology - PSY 804

Introduction to psychological theories and procedures applied to work. Topics include personnel psychology, organizational psychology, and ethical and legal concerns related to the practice of I-O Psychology.

Work Analysis - PSY 807

Psychological principles and techniques involved in job analysis, competency modeling, and job evaluation.

Selection - PSY 808

Psychological theory, research, and practice pertaining to the personnel selection of human resources in the workplace.

Performance Management - PSY 809

Psychological theory, research, and practice pertaining to the performance appraisal and performance management of human resources in the workplace.

Organizational Psychology - PSY 873

Examination of research, theory, and applications in organizational psychology. Topics include commitment, involvement, satisfaction, power, conflict, motivation, leadership, quality of work life, group/team processes, and organizational structure.

Organization Change and Development - PSY 874

Analysis of psychological theory, research and practice pertaining to organization change and development including the change process, culture, interventions, evaluation, consulting, and legal/ethical concerns.

Training and Development - PSY 875

Graduate level survey of psychological theory, research, and practice utilized in the training and development of human resources in the workplace.

RESEARCH METHODS...6 HOURS

Quantitative Research Methods - PSY 805

Principles and techniques of scientific observation, control, and analysis in psychology. Evaluation of research designs and their implementation in professional settings.

Applied Research Methods - PSY 806

Application of research methods, data analysis techniques, and reporting pertaining to the field of Industrial-Organizational psychology.

CONSULTING AND PROFESSIONAL SKILLS...6 HOURS

Consulting and Business Skills - PSY 810

Developing consulting skills including proposal development, project management, process improvement, contracting, conflict resolution, and networking.

Professional Development - PSY 811

Developing personal effectiveness including skills in writing, communication, facilitating, leading, and career development.

PRACTICUM...3 HOURS

Practicum in I-O Psychology - PSY 812

Supervised practice in applied settings. Participation with an approved agency varies with the student's experience.

[EKU GRADUATE CATALOG](#)

TOTAL CREDIT HOURS REQUIRED...36

Can I afford to go back to school?

FINANCIAL AID & SCHOLARSHIPS

Paying for school doesn't have to be overwhelming. Almost everyone, regardless of income, can qualify for some form of financial aid. We're here to help you learn about available options and what may be right for your unique situation.

- Grants
- Federal Loans
- Private Loans
- Military Benefits
- Outside Scholarships
- Foundation Scholarships
- Employer Tuition Reimbursement

MORE FINANCIAL AID INFO

Questions about financial aid?

Big E Central

BigECentral@eku.edu

(859) 622-2361

EKU UNIVERSITY SCHOLARSHIPS

EKU Foundation Scholarship

The Eastern Kentucky University Foundation, through the generosity of its donors, offers a variety of scholarship opportunities to deserving students. [EKU Foundation scholarships](#) are awarded through the University Scholarship Office and at college and department levels. New and renewable awards of EKU Foundation scholarships are subject to available funds each year.

MORE SCHOLARSHIP INFO



What can I do with this degree?

CAREER OUTLOOK

Our program prepares high-quality professionals with a strong academic foundation—including theories, methods, and research findings of basic and applied psychology—and the skills to effectively apply this knowledge in private and public sector organizations.

Graduates are prepared to work in a variety of areas, including: human resource management, consulting, data analysis, employee recruitment and selection, testing and development, training and development, performance appraisal and development, organizational development, change management, job design and evaluation, compensation and benefits, among others.

Director of Human Resources

Oversee HR management and department operations to adhere to organizational policies and procedures. Communicate between company executives and management, manage the HR department budget and coordinate with management to ensure compliance with HR laws and regulations.

Compensation and Benefits Director

Strategize, plan, create, and oversee every element of the organization's remuneration system. This includes the salary, bonuses, paid and sick leave, welfare benefits, and retirement plans.

Director of Training

Enhance learning and development strategies for companies. Assess the skills, performance, productivity and talents of employees in a company; vet trainers; implement training strategies and prepare written evaluations with advice for improvement.

Health and Safety Manager

Develop and execute health and safety plans in the workplace according to legal guidelines. Prepare and enforce policies to establish a culture of health and safety. Evaluate practices, procedures and facilities to assess risk and adherence to the law.

[SALARY ESTIMATES](#)

Why should I choose ECU Online?

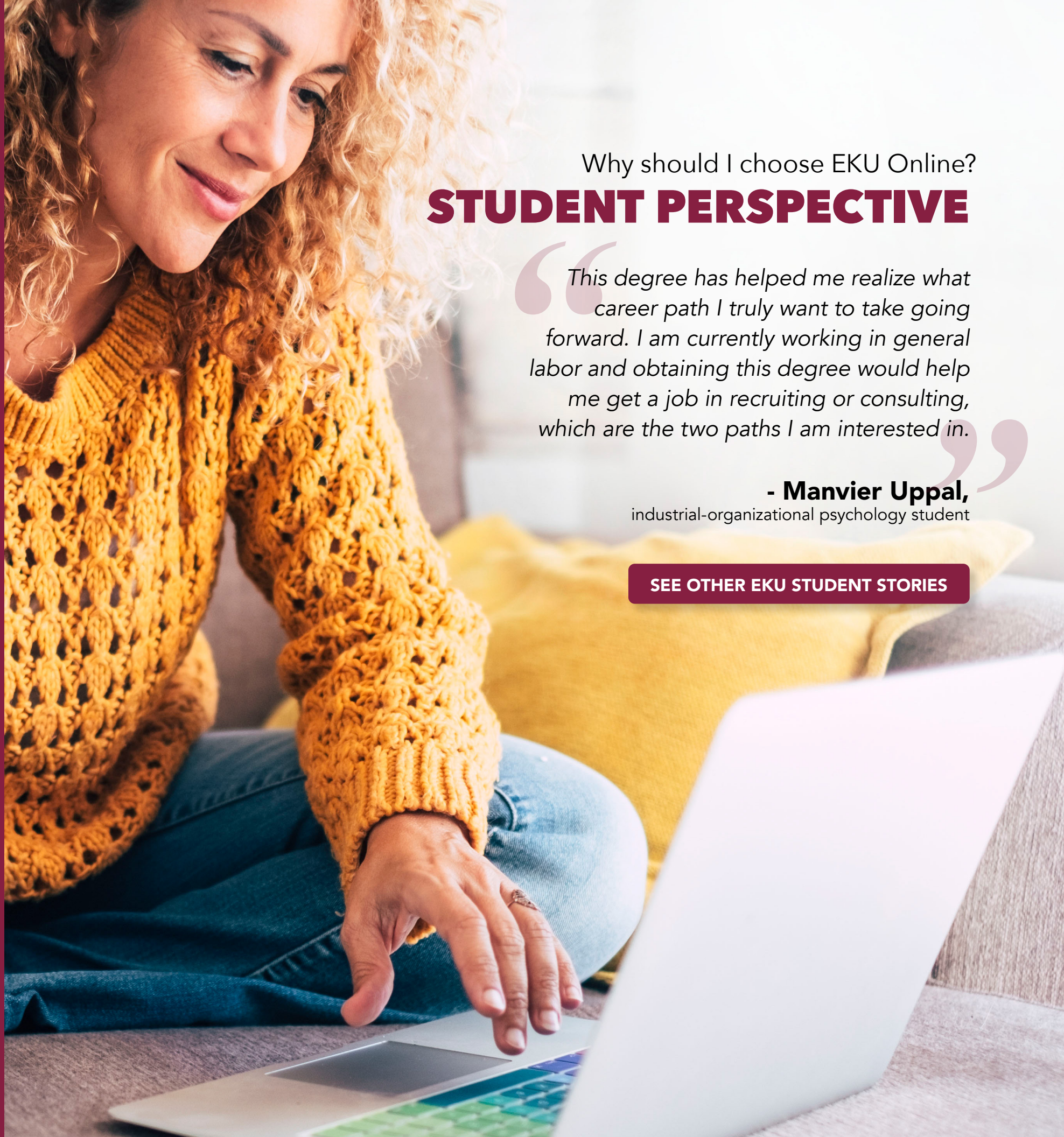
STUDENT PERSPECTIVE

This degree has helped me realize what career path I truly want to take going forward. I am currently working in general labor and obtaining this degree would help me get a job in recruiting or consulting, which are the two paths I am interested in.

- Manvier Uppal,

industrial-organizational psychology student

[SEE OTHER ECU STUDENT STORIES](#)



What do I need to apply?

ADMISSION REQUIREMENTS

MS in Industrial-Organizational Psychology admission requirements:

- Graduation from an accredited institution with a bachelor's degree
- A minimum of two undergraduate psychology courses including statistics and one upper division psychology course [comparable courses in relevant disciplines (e.g., business) will be considered]
- An undergraduate grade point average (GPA) of 2.75, and 3.0 overall in the last 60 hours of the bachelor's program. Applicants with a cumulative undergraduate GPA of 3.0 or higher are exempt from the GRE requirement
- Targeted Graduate Record Examination (GRE) scores of 149 or above on the verbal section and 144 or above on the quantitative section
- Three (3) letters of recommendation providing evidence of academic potential from persons familiar with the applicant's academic or employment experience
- A statement of career goals and objectives demonstrating academic potential and appropriate interests
- Curriculum Vita/Resume

When will I start classes?

APPLICATION DEADLINES

TERM	APPLY BY	BEGIN CLASSES
Fall A	August 5	August
Fall B	October 5	October
Spring A	January 5	January
Spring B	March 5	March

How do I apply?

APPLICATION PROCESS

Graduate Students:

Step 1: Complete the free ECU Graduate School's online application at:

https://application.eku.edu/portal/apply_eku

START MY APPLICATION

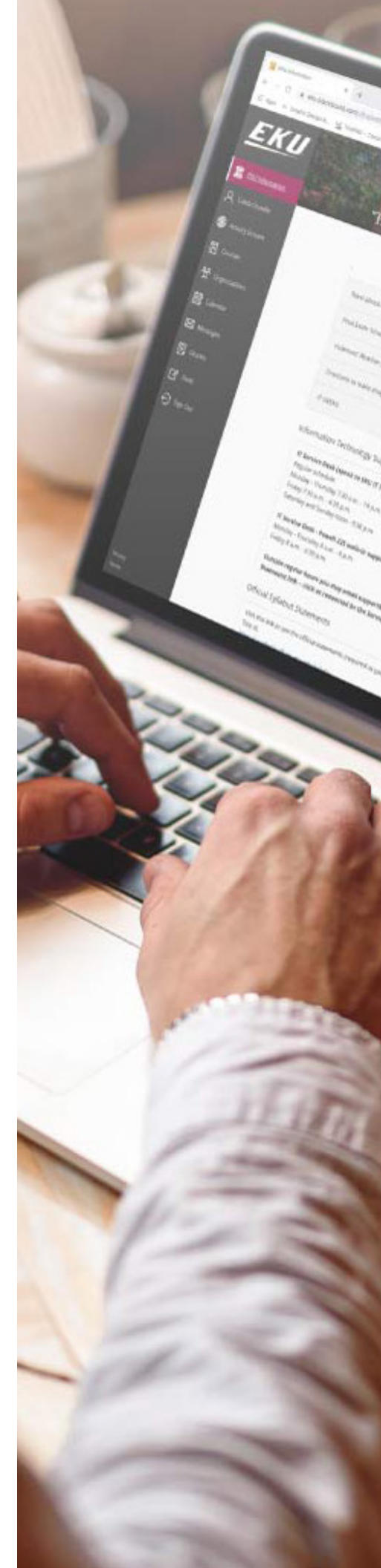
Step 2: Provide official entrance exam scores (GRE, MAT or GMAT), if applicable.

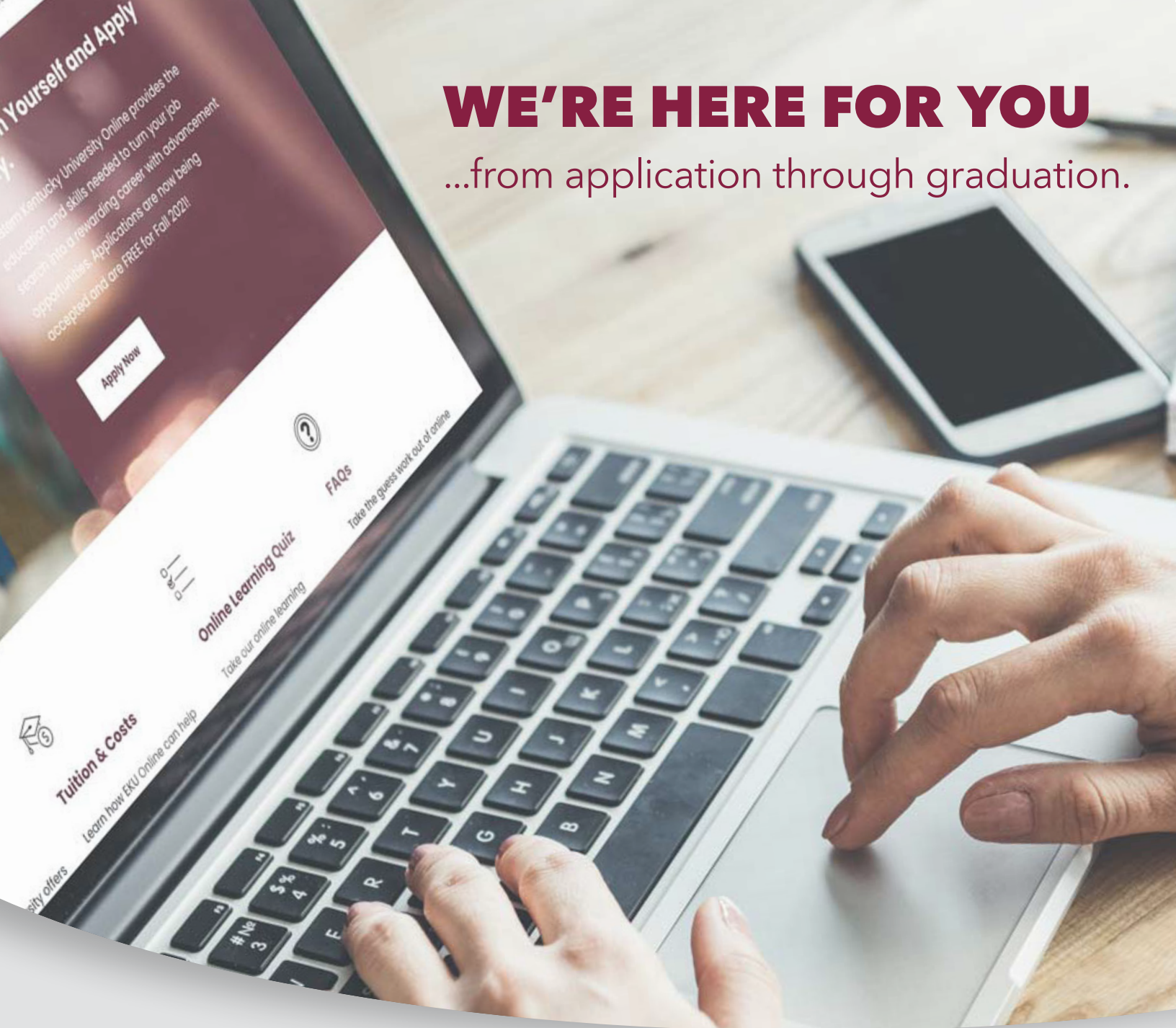
Step 3: Provide official undergraduate transcripts (if not an ECU graduate).

Step 4: Submit letters of recommendation, if required for the academic program.

What are you waiting for?

GET STARTED TODAY!





WE'RE HERE FOR YOU

...from application through graduation.



Bailey Bird
Enrollment Advisor

 859-622-8764

 Bailey.Bird@eku.edu

SCHEDULE A CALL

EKU
ONLINE

Eastern Kentucky University is an Equal Opportunity employer and educational institution and does not discriminate on the basis of age (40 and over), race, color, religion, sex, sexual orientation, gender identity, gender expression, pregnancy, ethnicity, disability, national origin, veteran status, and/or genetic information in the admission to, or participation in, any educational program or activity (e.g., athletics, academics and housing) which it conducts, or in any employment policy or practice. Any complaint arising by reason of alleged discrimination should be directed to the Office of Institutional Equity, Eastern Kentucky University, Jones Bldg. Room 416, Richmond, Kentucky 40475 (859) 622-8020, or the Assistant Secretary for Civil Rights, U.S. Department of Education, Office for Civil Rights, Lyndon Baines Johnson Department of Education Building, 400 Maryland Avenue, SW, Washington, DC. 20202 1-800-421-3481(V), 1-800- 877-8339 (TTY).