

ORGANIZATIONAL PSYCHOLOGY B.S.B.A.

Overview

Are you interested in knowing what motivates a person to perform well at a job, or the qualities a company looks for to make a great hire? Today's businesses and organizations need professionals who understand human behavior, group dynamics, and how to make the workplace function well. A major in Organizational Psychology from will help prepare you for a career in one of America's fastest-growing professions.

Curriculum Overview

Rider University's program is one of a few in the nation offering a unique interdisciplinary major that combines business and psychology. This versatile degree can have a real impact on an organization's bottom line by helping to improve employee satisfaction and job performance.

Majors in this program will gain a comprehensive understanding of the important contributions that organizational psychology plays in today's workplace.

The Organizational Psychology program focuses on the behavioral aspects of managing and supervising the human resources of an organization or business. Students learn the key concepts of management and psychology, including perception and attitudes, employee motivation and engagement, and organizational leadership and power, and gain an in-depth understanding of what makes employees and organizations function at their best.

As an Organizational Psychology major, you will:

- Develop a comprehensive understanding of human behavior in work settings
- Learn how to enhance performance within an organization or business
- Benefit from networking and gain real-world experience through internships and other professional opportunities

The U.S. Bureau of Labor Statistics ranks Industrial-Organizational Psychology at the top of its list of the 20-fastest growing occupations, with a projected growth rate of 53 percent between now and 2022. Organizational psychologists are in demand because their expertise results in better hires, increased productivity, reduced turnover, and lower labor costs. Organizational Psychologists can work as consultants to organizations, or serve in-house in a variety of jobs, including:

- Human resource officer
- Employee development manager
- Organizational development director
- Quality performance manager
- Organizational psychologist
- Testing specialist
- Compensation and benefits specialist

Honors Program in Psychology

A student may receive honors in Psychology by fulfilling the following conditions beyond the basic requirements for the Psychology major:

1. complete one Independent Research and Study project (PSY 490);
2. earn a cumulative GPA of 3.25 overall and a minimum GPA of 3.5 in Psychology at the time of graduation.

Degree Offered

- B.S.B.A. in Organizational Psychology

Contact

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Program Website: Organizational Psychology (<http://www.rider.edu/academics/colleges-schools/college-liberal-arts-education-sciences/science-programs/organizational-psychology/>)

Associated College: College of Continuing Studies (<http://www.rider.edu/academics/colleges-schools/college-continuing-studies/>)

Related Programs

- Human Resource Management (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/human-resource-management/>)
- Management and Leadership (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/management-leadership/>)
- Business Administration (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/business-administration/>)

Organizational Psychology Program Requirements

(31 credits)

Code	Title	Credits
See Business Core Requirements (http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/core-requirements/)		
Required Courses		
Complete the following courses:		
MGT 310	Intro to Human Resource Mgmt	3
MGT 355	Team Management	3
PSY 100	Introduction to Psychology	3
PSY 105	Introduction to Research in Psychology	3
PSY 240	Social Psychology	3
Select one of the following:		4
PSY 329 & 329L	Research Methods in Organizational Psychology and Research Methods in Organizational Psychology	
MGT 329 & 329L	Research Methods in Organizational Psychology and Research Methods: Org Psy Lab	
Select two of the following:		6
HRM 315	Employee Selection & Training	
HRM 316	Employee Compensation Systems	

HRM 333	Employee Engagement	
MGT 320	Managing Workforce Diversity	
MGT 490	Independent Research and Study	
Select two of the following:		6
PSY 215	Personality	
PSY 225	Learning Theory	
PSY 315	Psychological Tests	
PSY 400	Senior Seminar	
PSY 490	Independent Study: Research and Creative Expression ¹	
Total Credits		31

¹ Students may complete either PSY 490 or MGT 490 to satisfy major requirements, but may not count both courses towards the major requirement.

Courses and Descriptions

HRM 315 Employee Selection & Training 3 Credits

This course explains the processes involved in selecting and training employees. With regards to selection, specific examples include, evaluating applicant credentials, administering pre-employment tests and complying with equal employment opportunity legislation. With regards to training, topics include assessing the need for training, designing effective training programs, utilizing methods such as technology to deliver training, and evaluating the effectiveness of training programs.

Prerequisite(s): MGT 310.

HRM 316 Employee Compensation Systems 3 Credits

The goal of this course is to familiarize you with the common methods of compensation used by today's organizations and how these methods could be used to increase motivation, job satisfaction, and performance in the workplace. To accomplish this, we will first discuss the bases of motivation in the workplace. Next, we will then talk about the various compensation options and techniques and the strengths and weaknesses of each in maximizing motivation and performance in an organization.

Prerequisite(s): MGT 310.

HRM 333 Employee Engagement 3 Credits

Employee Engagement is commonly described as a focused passion and enthusiasm that employees bring to their work that produces high-quality performance and positive organizational outcomes such as enhanced firm reputation, customer loyalty, and profitability. In this course, students will explore the concept and value of Employee Engagement, and strategies for energizing an organization's workforce. Projects and activities will focus on the role of the Human Resource function in measuring employee attitudes, designing relevant interventions, and influencing a culture of engagement.

Prerequisite(s): MGT 310.

MGT 329 Research Methods in Organizational Psychology 4 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

MGT 329L Research Methods: Org Psy Lab 0 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

MGT 310 Intro to Human Resource Mgmt 3 Credits

This course deals with the nature of human resource management, its functions, procedures, and practices currently found in profit, non-profit and public sector organizations. Topics covered include recruiting and selection, training, human resource development, equal employment opportunity, performance appraisal, diversity, job analysis, compensation, and employee rights and discipline.

Prerequisite(s): MGT 201 or PSY 210.

MGT 320 Managing Workforce Diversity 3 Credits

Demographic shifts, changing patterns of labor force participation, global competition, and a growing cultural emphasis on the celebration of difference have all contributed to the creation of diversity as a hot topic in management. This course explores the opportunities and challenges of the increasingly diverse workforce emerging in the United States today. We will address the knowledge and skills managers must develop in working with others who are different from themselves.

Some of these differences are obvious- gender, race, age, and physical characteristics. Other differences are not as easily observed - family structure, educational level, social class, and sexual orientation. This class incorporates experiential learning techniques for personal growth.

Prerequisite(s): MGT 201 or PSY 210.

MGT 355 Team Management 3 Credits

This course prepares students to work in organizations that use teams as an integral part of their functioning-an increasingly common practice. The class involves intensive group interaction, focusing on individual growth in group settings. Working with other students in role-plays, exercises, and team assignments allows the student to develop better communication and leadership skills.

Prerequisite(s): MGT 201 or PSY 210.

MGT 490 Independent Research and Study 1-4 Credits

Topic to be approved in advance by supervising instructor, chairperson, and academic dean. Available for juniors and seniors. No more than 12 credits allowed toward graduation, and can be used as free elective or MGT major elective.

Prerequisite(s): MGT 201 or permission of instructor.

PSY 100 Introduction to Psychology 3 Credits

This course covers major facts, principles and concepts about human and animal behavior and experience, research findings, major problems, basic vocabulary, methodologies, and contributions in the field. Topics include psychology as a science; human development; individual differences; intelligence and its measurement; special aptitudes and interests; personality and social behavior; motivation and emotion; frustration and personality deviations; and learning, thinking, remembering and forgetting.

PSY 105 Introduction to Research in Psychology 3 Credits

Students will be introduced to the basic research methods used in psychology including, surveys, experiments and observation. Students will collect data and learn to describe this data using basic tools of analysis including graphic display and statistical analysis. Students will read original psychological research and learn to write using the conventions of the American Psychological Association.

Prerequisite(s): a grade of "C" in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 215 Personality 3 Credits

A synthesis of the most recent research in the field of personality development. Topics include interplay of biological, cultural, and subjective personal processes; analysis of the broad trends in personality theories; and introduction to personality measurement.

Prerequisite(s): PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 225 Learning Theory 3 Credits

A broad coverage of the expanding fields of learning, memory, and cognition is provided, while addressing their relevance and impact on human behavior. Continuity between early associationistic and contemporary cognitive theories is established. Topics range from basic conditioning to the more complex processes of memory, concept learning, thinking, and problem solving.

Prerequisite(s): PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 240 Social Psychology 3 Credits

Deals with the scientific study of human beings in social situations, focusing on reciprocal influence of the individual and the group, especially aspects of behavior that are socially determined. The nature of attitudes: their development and change; the nature of social influence; interpersonal perception and attraction; dynamics of social behavior; and social phenomena, such as prejudice and social movements, are covered.

Prerequisite(s): PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 315 Psychological Tests 3 Credits

Examines the history of psychological testing. Issues concerning the construction of psychological tests are discussed, including concepts concerning reliability, validity, and item analysis. The rationale and structure of the major tests of intelligence, aptitude, and personality are reviewed, including the Rorschach, WAIS, TAT, MMPI, and Bender-Gestalt. In the last section of the course, students are given hands-on experience in the administration, scoring, and interpretation of a standard test battery.

Prerequisite(s): any statistics course.

PSY 329 Research Methods in Organizational Psychology 4 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

Prerequisite(s): PSY 105 and PSY 201 or MSD 205.

PSY 329L Research Methods in Organizational Psychology 0 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

PSY 400 Senior Seminar 3 Credits

This capstone course will provide a synthesis and evaluation of important critical issues in psychology, such as the role of modern psychology in solving social problems, the scientific vs. human services perspectives on behavior, emotion and cognition; and the nature of mental illness and well-being. Students will be expected to draw broadly from their education in psychology; to grapple with conflicting points of view; and produce professional quality writing, oral or multimedia presentations.

Prerequisite(s): PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 490 Independent Study: Research and Creative Expression 1-4 Credits

Provides students with an opportunity to design and carry out original research in an area of their choice. Students designate a faculty supervisor and work closely with him/her during the semester. All students must have approval from the department and the dean to register for PSY 490.

Prerequisite(s): PSY 201.